TOWN OF TEWKSBURY

DEPARTMENT OF PUBLIC WORKS

CONTRACT PW-26-19
ROADWAY MICRO SURFACING
March 12, 2026

JOHN CURRAN
TOWN MANAGER

KEVIN HARDIMAN
DIRECTOR OF PUBLIC WORKS

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

TABLE OF CONTENTS

Sections		No of Pages
BIDDING AND CONTRACT REQUIREMENTS		
00020	Invitation To Bid	1
00300	Bid Form	7
00500	Agreement	4
00610	Performance Bond	3
00620	Payment Bond	3
00700	General Conditions	5
DIVISION 1 – GENERAL REQUIREMENTS		
01010	Summary of Work/Measurements and Payment	9
01570	Traffic Regulation	1
01576	Public Safety	2
01601	Control of Materials	2
DIVISION 2 – SITE WORK		
02080	Environmental Protection	1
02576	Pavement Repair and Resurfacing	2
APPENDICES		
Appendix A	Prevailing Wages	33

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

Outline of Essential Contract Agenda

Item	Date	Details
Plans/Specs Available	**3-12-2026 2:00PM**	Available Online at www.accentblueprints.com
Questions Submitted By	**3-17-2026 10:00AM**	Send to cmann@tewksbury-ma.gov
Question Responses By	**3-19-2026 10:00AM**	Available Online at www.accentblueprints.com
Bid Opening	**3-27-2026 11:00AM**	See Below*
Beginning of Work	**4-1-2026**	N/A
Conclusion of Work	**6-30-2026**	N/A
Liquidation Damages	**AFTER 6-30-2026**	**$500.00** per calendar day

*Bid Opening will be held at the Department of Public Works office, 999 Whipple Road, Tewksbury, MA 01876**.**

Working days are Monday through Friday from 7:00 AM to 3:30 PM. Any work outside of these hours must be pre-approved by Director of Public Works

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 00020

INVITATION TO BID

Sealed Bids for **TOWN OF TEWKSBURY, MASSACHUSETTS DEPARTMENT OF PUBLIC WORKS ROADWAY MICRO SURFACING CONTRACT PW-26-19,** will be received by the Town of Tewksbury at the Department of Public Works office, 999 Whipple Road, Tewksbury, MA 01876, **until 11:00 a.m., on Friday, March 27, 2026** at that time and place Bids will be publicly opened and read aloud. In the event the DPW offices are closed due to inclement weather, the bid opening will be postponed until the next day the DPW offices are open.

The total contract price of this contract shall consist of furnishing all labor, tools, equipment, and materials necessary for the complete and satisfactory performance as determined in the sole discretion of the Town.

A MassDOT pre-qualification certificate of approval will be required to bid on the Contract. Contract Documents are available after **2:00 p.m.** local time on **Thursday, March 12, 2026** by going to www.accentblueprints.com and following the prompts to a free downloadable bid set. Contact Accent Printing at 978-362-8038 for distribution questions. No monetary deposit is required to obtain the documents. Contract Documents may also be examined, but not obtained, at the DPW office during the following hours: 7:00 a.m. – 3:00 p.m. Monday through Friday.

Each Bid shall be submitted in accordance with the Instructions to Bidders and shall be accompanied by a Bid Security in form of a certified check, cashier's check or security bond in the amount of 5 percent of the Bid.

Bidders may not withdraw their Bids for a period of 45 days, excluding Saturdays, Sundays and legal holidays, after the actual date of the opening of the Bids. Complete instructions for filing Bids are included in the Instructions to Bidders.

Minimum Wage Rates as determined by the Commissioner of the Department of Labor and Workforce Development under the provision of the M.G.L. c.149, §26 to 27D, as amended, apply to this project. It is the responsibility of the Contractor, before Bid Opening to request, if necessary, any additional information on Minimum Wage Rates for those trades' people who may be employed for the proposed work under this Contract.

The Bidding and Award of this Contract will be pursuant to M.G.L. c. 30, § 39M. The Owner reserves the right, in its absolute and sole discretion, to waive any informality in or to reject any or all Bids if deemed to be in its best interest.

MassDOT prequalification of contractors with the class of work as, Pavement Surfacing, for the project with an estimated value of $460,143.00 will be required.

JOHN CURRAN
TOWN MANAGER
TEWKSBURY, MASSACHUSETTS

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 00300

BID FORM

The undersigned declares that the only persons or parties interested in this Bid as principals are as stated; that the Bid is made without any collusion with other persons, firms, or corporations; that all the Contract Documents have been carefully examined; that the undersigned is fully informed in regard to all conditions pertaining to the Work, and from them the undersigned makes this Bid. These prices shall cover all expenses incurred in performing the Work required under the Contract Documents, of which this Bid Form is a part.

The time period for holding Bids is 45 days, Saturdays, Sundays, and legal holidays excluded, after the opening of Bids.

Bids for this Contract are subject to the provisions of M.G.L. c. 30, § 39M.

If a Notice of Award accompanied by at least 6 unsigned copies of the Agreement and all other applicable Contract Documents is delivered to the undersigned within 45 days (excluding Saturdays, Sundays, and legal holidays) after the actual date of the opening of the Bids, the undersigned will within 5 days, excluding Saturdays, Sundays, and legal holidays, after the date of receipt of such notification, execute and return all copies of the Agreement and all other applicable Contract Documents to Owner. The premiums for all Bonds and insurance required shall be paid by Contractor and shall be included in the Total Contract Price. The undersigned Bidder further agrees that the Bid Security accompanying this Bid shall become the property of the Owner if the Bidder fails to execute the Agreement as stated above.

The undersigned acknowledges receipt of addenda(s) numbered: _____.

The total contract price includes, all labor, tools, equipment, and materials to provide all work associated with the random crack sealing by fiber reinforced method as described within the bid specifications at various locations throughout the Town.

In accordance with the above, the undersigned proposes to perform the Work, furnish all labor, tools, equipment, and materials, to complete the Work in its entirety in the manner and under the conditions required at the prices listed as follows:

UNIT PRICES

Town of Tewksbury reserves the right to increase or decrease the scope of work. Price adjustments to the bid prices shall be based on Unit Prices quoted below, where applicable.

If the Owner exercises its option, the "successful Bidder's" unit prices shall remain the same throughout any extended contract.

Item	Quantity	Item and Unit Price (Written in Words)	Unit Price ($)	Amount ($)
1	1000	Polymer & Crumb Rubber Modified Asphalt Compound with Reinforcing Fibers at per GALLON		
2	45187	Conventional Micro-Surfacing Type II including Surface Courses and Leveling at per SQUARE YARD		
3	100	Hot Mix Asphalt for Patching at Per TON		
4	10	Drainage Structure Adjust at per EACH		
5	10	Sanitary Structure Adjust at per EACH		
6	10	Gate Box Adjust at per EACH		
7	10	6 Inch Gate Box at per EACH		
8	48	Police Details at **Seventy and 00/100 dollars** per HOUR	**$ 70.00**	**$ 3,360.00**

All quantity are indeterminate assumed for bid comparison only

TOTAL BID PRICE (in Numbers) $_____

TOTAL BID PRICE (in Words) $_____

***Basis of Award**

All quantities are estimated and are provided for bid comparison only. Final quantities will be determined by the Engineer. The Owner does not guarantee a specific quantity to be purchased, or item to be used.

A Performance Bond in the amount of 100% of the Total Contract Price shall be provided by the Contractor.

A Payment Bond in the amount of 100% of the Total Contract Price shall be provided by the Contractor.

Amounts shall be shown in both words and figures, where indicated. In case of discrepancy, the amount shown in words will govern.

The above prices shall include all labor, tools, equipment and materials required to complete the Work.

The names and residences of all persons and parties interested in the foregoing Bid as principals are as follows (give first and last names in full):

_____

_____

_____

Pursuant to M.G.L. c. 62C, § 49A, I certify under the penalties of perjury that the undersigned Contractor, to my best knowledge and belief, has filed all state tax returns; has complied with all Massachusetts laws relating to taxes, reporting of employees and contractors, withholding and remitting child support, and paid all state taxes required under law.

The undersigned certifies under penalties of perjury that this Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. "Person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity which sells materials, equipment or supplies used in or for, or engages in the performance of, the same or similar construction, reconstruction, installation, demolition, maintenance or repair work or any part thereof.

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of M.G.L. c. 29, § 29F, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or requisition promulgated thereunder.

Statement of Tax Compliance

Pursuant to M.G.L. c. 62C, § 49A, I certify under the penalties of perjury that the undersigned Contractor, to my best knowledge and belief, has filed all state tax returns; has complied with all Massachusetts laws relating to taxes, reporting of employees and contractors, withholding and remitting child support, and paid all state taxes required under law.

Initial _____, Date _____

Statement of Non-Collusion

The undersigned certifies under penalties of perjury that this Bid is in all respects bona fide, fair and made without collusion or fraud with any other person. "Person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity which sells materials, equipment or supplies used in or for, or engages in the performance of, the same or similar construction, reconstruction, installation, demolition, maintenance or repair work or any part thereof.

Initial _____, Date _____

Statement of Eligibility

The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of M.G.L. c. 29, § 29F, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or requisition promulgated thereunder.

Initial _____, Date _____

Statement of An Act to Reduce Traffic Fatalities

Pursuant to Sections 9 and 10 of Chapter 358 of the Acts of 2022 ("Act") and M.G.L. c. 90 § 7, I certify under the penalties of perjury that the undersigned Contractor and any Subcontractors and vendors to be utilized under this Contract, will comply the requirements of the Act and all Massachusetts laws related to motor vehicles, trailers, semi-trailers, or semi-trailer units classified as Class 3 or above by the Federal Highway Administration, with a gross vehicle weight rating of 10,001 pounds or more, being equipped with Lateral Protective Devices, Convex Mirrors, Crossover Mirrors, and Backup Cameras as defined therein. Additionally, I certify that these vehicles do not contain aftermarket modifications or accessories such as bug deflectors, chrome visors, and bull bars as defined therein. I certify that the operator of the vehicles are trained in the operation and use of the lateral protective devices, convex mirrors, crossover mirrors, and backup cameras.

Initial _____, Date _____

By executing this Bid Form, the undersigned agrees to perform all work previously mentioned and will not deviate from the specified scope unless otherwise submitted in writing prior to the submittal of this Bid. The undersigned shall be familiar with the sample contract, all associated regulations and requirements stated within the agreement and be willing to execute the agreement in a timely manner if the Contract is awarded to the undersigned.

_____ _____

Social Security Number or
Federal Identification Number

Signature of Individual or
Corporate Name*

Corporate Seal

By: _____
Corporate Officer (if applicable)

Notice of acceptance should be mailed, faxed, or delivered to the following:

_____
(Name)

By:

_____
(Title)

_____
(Business Address)

_____
(City and State)

Date _____

*Note: If the Bidder is a corporation, indicate State of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses, if different from business address.

REFERENCES

The undersigned offers the following information as evidence of qualifications to perform the Work as Bid upon according to all the requirements of the Contract Documents.

A. Have been in business under present name for _____ years.

B. The Bidder is required to state below the names of at least three (3) public agencies where similar Work has been completed (add supplementary pages if necessary).

NAME ***ADDRESS*** ***CONTACT*** ***PHONE#***

1._____

2._____

3._____

4._____

5._____

A. The Bidder is required to list below equipment to be used in providing work under this contract (add supplementary pages if necessary).

Manufacture Name ***Model*** ***Model Year***

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

_____ _____ _____
Signature Title Date

_____ _____ _____
Name Company Phone

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 00500

AGREEMENT

THIS AGREEMENT made as of the _____ day of _____ in the year _____ between the Town of Tewksbury, Massachusetts acting through its Town Manager ("Owner") and _____ with legal address and principal place of business at_____ (Contractor). Owner and Contractor in consideration of the mutual covenants, agree as follows:

ARTICLE 1 – WORK

1.1 Contractor shall perform the Work as specified or indicated in the Contract Documents.

ARTICLE 2 – ENGINEER

2.1 The Department of Public Works ('DPW') will act as Engineer, through the Director of Public Works and/or his designee, in connection with completion of the Work in accordance with the Contract Documents.

ARTICLE 3 – CONTRACT TIME

3.1 The Contract Time is between the period from **April 1, 2026 to June 30, 2026**

ARTICLE 4 – EXTENSION OF CONTRACT

4.1 The Town reserves the right to extend this contract in 1 year increments for a period of up to 2 years for the purpose of performing additional work of a similar nature to the work as originally bid at the contract unit prices.

If the Town exercises its option, the "successful Bidder's" unit prices shall remain the same throughout any extended contract.

ARTICLE 5 – CONTRACT PRICE

5.1 Owner will pay Contractor for performance of the Work in accordance with the Contract Documents in current funds at the price agreed upon in the Contractor's Bid Form attached to this Agreement.

ARTICLE 6 – APPLICATIONS FOR PAYMENT

6.1 Contractor shall submit invoices with proof of completed Work.

ARTICLE 7 – LIQUIDATED DAMAGES

7.1 Owner and Contractor recognize that time is of the essence of this Agreement and that Owner will suffer financial loss if the Work is not completed within the **Contract Time specified in Article 3 above**. They also recognize the delays, expense and difficulties involved in proving, in a legal proceeding, the actual loss suffered by Owner if the Work is not completed on time. Accordingly, instead of requiring any such proof Owner and Contractor agree that as liquidated damages for delay (but not as a penalty) Contractor shall pay Owner **$500.00** per day for each calendar day of delay until the Work is complete.

ARTICLE 8 – ASSURANCE

8.1 Contractor has familiarized itself with the nature and extent of the Contract Documents, Work, locality, and with all local conditions and local, state and federal laws, ordinances, rules and regulations that in any manner may affect cost, progress or performance of the Work.

8.2 Contractor has given Engineer written notice of any conflict, error or discrepancy that Contractor has discovered in the Contract Documents and the written resolution thereof by Engineer is acceptable to Contractor.

8.3 Contractor agrees that the Contract Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance of the Work.

ARTICLE 9 – CONTRACT DOCUMENTS

9.1 The Contract Documents which comprise the Contract between Owner and Contractor are attached hereto and made a part hereof and consist of the following:

9.1.1 Invitation to Bid

9.1.2 Instructions to Bidders

9.1.3 Bid Form

9.1.4 This Agreement

9.1.5 Performance Bond, EJCDC Document 1910-28-A, 1996 edition

9.1.6 Payment Bond, EJCDC Document 1910-28-B, 1996 edition, and other required Bonds

9.1.7 General Conditions

9.1.8 Wage Rates

9.1.9 Summary of Work

9.1.10 Measurement and Payment

9.1.11 Traffic Regulations

9.1.12 Public Safety

9.1.13 Control of Materials

9.1.14 Environmental Protection

9.1.15 Pavement Repair and Resurfacing

9.1.16 Addenda numbers _____ to _____, inclusive

9.1.17 Any modification, including Change Orders, duly delivered after execution of Agreement

ARTICLE 10 – MISCELLANEOUS

10.1 Neither Owner nor Contractor shall, without the prior written consent of the other, assign or sublet in whole or in part any interest under any of the Contract Documents; and, specifically but without limitation, Contractor shall not assign any monies due or to become due without the prior written consent of Owner. In case Contractor assigns all or any part of any monies due or to become due under this Contract, the instrument of assignment shall contain a clause substantially to the effect that it is agreed that the right of the assignee in and to any monies due or to become due to Contractor shall be subject to prior claims of all persons, firms and corporations for services rendered or materials supplied for the performance of the Work called for in this Contract.

10.2 Owner and Contractor each binds itself, its successors, assigns and representatives in respect to all covenants, agreements and obligations contained in the Contract Documents.

10.3 The Contract Documents constitute the entire agreement between Owner and Contractor and may only be altered, amended or repealed by a written Modification signed by each party.

10.4 This Agreement shall be governed by the laws of the Commonwealth of Massachusetts, and any suit thereunder shall be filed in the Middlesex Superior Court or the Lowell District Court.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement in sextuple. Three copies have been delivered to Owner, two copies to the Engineer and one copy to the Contractor. All portions of the Contract Documents have been signed or identified by Owner and Contractor.

OWNER	CONTRACTOR
Town of Tewksbury, Massachusetts	
BY_____ John Curran, Town Manager	BY _____ _____ Print name and Title
(CORPORATE SEAL)	(CORPORATE SEAL)
Attest_____	Attest_____
Address for giving notices	Address for giving notices
1009 Main Street	_____
Tewksbury, MA 01876	_____

As required by M.G.L. c. 44, § 3lC, this is to certify that the Town of Tewksbury, Massachusetts, has an appropriation which is adequate to cover the cost of this contract.

Signed_____
Town Accountant

Title Town Accountant Date _____

Approved as to form only:

_____ Date _____
Kevin Feeley Town Counsel

Note: If CONTRACTOR is a corporation, an affidavit giving the principal the right to sign the Agreement must accompany the executed Agreement.

Performance Bond

Any singular reference to Contractor, Surety, Owner of other party shall be considered plural where applicable.

CONTRACTOR (Name and Address): SURETY (Name and Address of Principal Place of Business):

OWNER (Name and Address):

CONTRACT
Date: Amount:
Description (Name and Location):

BOND
Date (Not earlier than Contract Date):
Amount:
Modifications to this Bond Form:

Surety and Contractor, intending to be legally bound hereby, subject to the terms printed on the reverse side hereof, do each cause this Performance Bond to be duly executed on its behalf by its authorized officer, agent or representative.

CONTRACTOR AS PRINCIPAL		SURETY	
Company:	(Corp. Seal)	Company:	(Corp. Seal)
Signature:		Signature:	
Name and Title:		Name and Title:	

(Attach Power of Attorney) (Space is provided below for signatures of additional parties, if required.)

CONTRACTOR AS PRINCIPAL		SURETY	
Company:	(Corp. Seal)	Company:	(Corp. Seal)
Signature:		Signature:	
Name and Title:		Name and Title:	

EJCDC No. 1910-28-A (1996 Edition)
Originally prepared through the joint efforts of the Surety Association of America, Engineers Joint Contract Documents Committee, the Associated General Contractors of America, and the American Institute of Architects.

1. The CONTRACTOR and the Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the Owner for the performance of the Contract, which is incorporated herein by reference.

2. If the CONTRACTOR performs the Contract, the Surety and the CONTRACTOR have no obligation under this Bond, except to participate in conferences as provided in paragraph 3.1.

3. If there is no OWNER Default, the Surety's obligation under this Bond shall arise after:

3.1. The OWNER has notified the CONTRACTOR and the Surety at the addresses described in paragraph 10 below, that the OWNER is considering declaring a CONTRACTOR Default and has requested and attempted to arrange a conference with the CONTRACTOR and the Surety to be held not later than fifteen days after receipt of such notice to discuss methods of performing the Contract. If the OWNER, the CONTRACTOR and the Surety agree, the CONTRACTOR shall be allowed a reasonable time to perform the Contract, but such an agreement shall not waive the OWNER's right, if any, subsequently to declare a CONTRACTOR Default; and

3.2. The OWNER has declared a CONTRACTOR Default and formally terminated the CONTRACTOR's right to complete the Contract. Such CONTRACTOR Default shall not be declared earlier than twenty days after the CONTRACTOR and Surety have received notice as provided in paragraph 3.1; and

3.3. The OWNER has agreed to pay the Balance of the Contract Price to:

3.31 The Surety in accordance with the terms of the Contract;

3.3.1. Another contractor selected pursuant to paragraph to perform the Contract.

4. When the OWNER has satisfied the conditions of paragraph 3, the Surety shall promptly and at the Surety's expense take one of the following actions:

4.1. Arrange for the CONTRACTOR, with consent of the OWNER, to perform and complete the Contract; or

4.2. Undertake to perform and complete the Contract itself, through its agents or through independent contractors; or

4.3. Obtain bids or negotiated proposals from qualified contractors acceptable to the OWNER for a contract for performance and completion of the Contract, arrange for a contract to be prepared for execution by the OWNER and the contractor selected with the OWNER's concurrence, to be secured with performance and payment bonds executed by a qualified surety equivalent to the Bonds issued on the Contract, and pay to the OWNER the amount of damages as described in paragraph 6 in excess of the Balance of the Contract Price incurred by the OWNER resulting from the CONTRACTOR Default; or

4.4. Waive its right to perform and complete, arrange for completion, or obtain a new contractor and with reasonable promptness under the circumstances;

4.4.1. After investigation, determine the amount for which it may be liable to the OWNER and, as soon as practicable after the amount is determined, tender payment therefor to the OWNER; or

4.4.2. Deny liability in whole or in part and notify the OWNER citing reasons therefor.

5. If the Surety does not proceed as provided in paragraph 4 with reasonable promptness, the Surety shall be deemed to be in default on this Bond fifteen days after receipt of an additional written notice from the OWNER to the Surety demanding that the Surety perform its obligations under this Bond, and the OWNER shall be entitled to enforce any remedy available to the OWNER. If the Surety proceeds as provided in paragraph 4.4, and the OWNER refuses the payment tendered or the Surety has denied pliability, in whole or in part, without further notice the OWNER shall be entitled to enforce any remedy available to the OWNER.

6. After the OWNER has terminated the CONTRACTOR's right to complete the Contract, and if the Surety elects to act under paragraph 4.1, 4.2, or 4.3 above, then the responsibilities of the Surety to the OWNER shall not be greater than those of the CONTRACTOR under the Contract, and the responsibilities of the OWNER to the Surety shall not be greater than those of the OWNER under the Contract. To a limit of the amount of this Bond, but subject to commitment by the OWNER of the Balance of the Contract Price to mitigation of costs and damages on the Contract, the Surety is obligated without duplication for:

6.1. The responsibilities of the CONTRACTOR for correction of defective Work and completion of the Contract;

6.2. Additional legal, design professional and delay costs resulting from the CONTRACTOR's Default, and resulting from the actions or failure to act of the Surety under paragraph 4; and

6.3. Liquidated damages, or if no liquidated damages are specified in the Contract, actual damages caused by delayed performance or non-performance of the CONTRACTOR.

7. The Surety shall not be liable to the OWNER or others for obligations of the CONTRACTOR that are unrelated to the Contract, and the Balance of the Contract Price shall not be reduced or set off on account of any such unrelated obligations. No right of action shall accrue on this Bond to any person or entity other than the OWNER or its heirs, executors, administrators, or successors.

8. The Surety hereby waives notice of any change, including changes of time, to the Contract or to related subcontracts, purchase orders and other obligations.

9. Any proceeding, legal or equitable, under this Bond may be instituted in any court of competent jurisdiction in the location in which the Work or part of the Work is located and shall be instituted within two years after CONTRACTOR Default or within two years after the CONTRACTOR ceased working or within two years after the Surety refuses or fails to perform its obligations under this Bond, whichever occurs first. If the provisions of this paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

10. Notice to the Surety, the OWNER or the CONTRACTOR shall be mailed or delivered to the address shown on the signature page.

11. When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the Contract was be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted here from and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. The intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

12. Definitions.

12.1. Balance of the Contract Price: The total amount payable by the OWNER to the CONTRACTOR under the Contract after all proper adjustments have been made, including allowance to the CONTRACTOR of any amounts received or to be received by the OWNER in settlement of insurance or other Claims for damages to which the CONTRACTOR is entitled, reduced by all valid and proper payments made to or on behalf of the CONTRACTOR under the Contract.

12.2. Contract: The agreement between the OWNER and the CONTRACTOR identified on the signature page, including all Contract Documents and changes thereto.

12.3. CONTRACTOR Default: Failure of the CONTRACTOR, which has neither been remedied nor waived, to perform or otherwise to comply with the terms of the Contract.

12.4. OWNER Default: Failure of the OWNER, which has neither been remedied not waived, to pay the CONTRACTOR as required by the Contractor or to perform and complete or comply with the other terms thereof.

(FOR INFORMATION ONLY---Name, Address and Telephone)
AGENT or BROKER: OWNER'S REPRESENTATIVE (Engineer or other party):

Payment Bond

Any singular reference to Contractor, Surety, Owner of other party shall be considered plural where applicable.

CONTRACTOR (Name and Address):
Business):

SURETY (Name and Address of Principal Place of

OWNER (Name and Address):

CONTRACT
Date: Amount:
Description (Name and Location):

BOND
Date (Not earlier than Contract Date):
Amount:
Modifications to this Bond Form:

Surety and Contractor, intending to be legally bound hereby, subject to the terms printed on the reverse side hereof, do each cause this Performance Bond to be duly executed on its behalf by its authorized officer, agent or representative.

CONTRACTOR AS PRINCIPAL		SURETY	
Company:	(Corp. Seal)	Company:	(Corp. Seal)
Signature:		Signature:	
Name and Title:		Name and Title:	

(Attach Power of Attorney) (Space is provided below for signatures of additional parties, required.)

CONTRACTOR AS PRINCIPAL		SURETY	
Company:	(Corp. Seal)	Company:	(Corp. Seal)
Signature:		Signature:	
Name and Title:		Name and Title:	

EJCDC No. 1910-28-B (1996 Edition)
Originally prepared through the joint efforts of the Surety Association of America, Engineers Joint Contract Documents Committee, the Associated General Contractors of America, and the American Institute of Architects.

1. The CONTRACTOR and the Surety, jointly and severally, bind themselves, their heirs, executors, administrators, successors and assigns to the OWNER to pay for labor, materials and equipment furnished for use in the performance of the Contract, which is incorporated herein by reference.

2. With respect to the OWNER, this obligation shall be null and void if the CONTRACTOR:

2.1. Promptly makes payment, directly or indirectly, for all sums due Claimants, and

2.2. Defends, indemnifies and holds harmless the OWNER from all claims, demands, liens or suits by any person or entity who furnished labor, materials or equipment for use in the performance of the Contract, provided the OWNER has promptly notified the CONTRACTOR and the Surety (at the addresses described in paragraph 12) of any claims, demands, liens or suits and tendered defense of such claims, demands, liens or suits to the CONTRACTOR and the Surety, and provided there is no OWNER Default.

3. With respect to Claimants, this obligation shall be null and void if the CONTRACTOR promptly makes payment, directly or indirectly, for all sums due.

4. The Surety shall have no obligation to Claimants under this Bond until:

4.1. Claimants who are employed by or have a direct contract with the CONTRACTOR have given notice to the Surety (at the addresses described in paragraph 12) and sent a copy, or notice thereof, to the OWNER, stating that a claim is being made under this Bond and, with substantial accuracy, the amount of the claim.

4.2. Claimants who do not have a direct contract with the CONTRACTOR:

1. Have furnished written notice to the CONTRACTOR and sent a copy, or notice thereof, to the OWNER, within 90 days after having last performed labor or last furnished materials or equipment included in the claim stating, with substantial accuracy, the amount of the claim and the name of the party to whom the materials were furnished or supplied or for whom the labor was done or performed; and

2. Have either received a rejection in whole or in part from the CONTRACTOR, or not received within 30 days of furnishing the above notice any communication from the CONTRACTOR by which the CONTRACTOR had indicated the claim will be paid directly or indirectly; and

3. Not having been paid within the above 30 days, have sent a written notice to the Surety and sent a copy, or notice thereof, to the OWNER, stating that a claim is being made under this Bond and enclosing a copy of the previous written notice furnished to the CONTRACTOR.

5. If a notice required by paragraph 4 is given by the OWNER to the CONTRACTOR or to the Surety, that is sufficient compliance.

6. When the Claimant has satisfied the conditions of paragraph 4, the Surety shall promptly and at the Surety's expense take the following actions:

6.1. Send an answer to the Claimant, with a copy to the OWNER, within 45 days after receipt of the claim, stating the amounts that are undisputed and the basis for challenging any amounts that are disputed.

6.2. Pay or arrange for payment of any undisputed amounts.

7. The Surety's total obligation shall not exceed the amount of this Bond, and the amount of this Bond shall be credited for any payments made in good faith by the Surety.

8. Amounts owed by the OWNER to the CONTRACTOR under the Contract shall be used for the performance of the Contract and to satisfy claims, if any, under any Performance Bond. By the CONTRACTOR furnishing and the OWNER accepting this Bond, they agree that all funds earned by the CONTRACTOR in the performance of the Contract are dedicated to satisfy obligations of the CONTRACTOR and the Surety under this Bond, subject to the OWNER's priority to use the funds for the completion of the Work.

9. The Surety shall not be liable to the OWNER, Claimants or others for obligations of the CONTRACTOR that are unrelated to the Contract. The OWNER shall not be liable for payment of any costs or expenses of any Claimant under this Bond, and shall have under this Bond no obligations to make payments to, give notices on behalf of, or otherwise have obligations to Claimants under this Bond.

10. The Surety hereby waives notice of any change, including changes of time, to the Contract or to related Subcontracts, purchase orders and other obligations.

11. No suit or action shall be commenced by a Claimant under this Bond other than a court of competent jurisdiction in the location in which the Work or part of the Work is located or after the expiration of one year from the date (1) on which the Claimant gave the notice required by paragraph 4.1 or paragraph 4.2.3, or (2) on which the last labor or service was performed by anyone or the last materials or equipment were furnished by anyone under the Construction Contract, whichever of (1) or (2) first occurs. If the provisions of this paragraph are void or prohibited by law, the minimum period of limitation available to sureties as a defense in the jurisdiction of the suit shall be applicable.

12. Notice to the Surety, the OWNER or the CONTRACTOR shall be mailed or delivered to the address shown on the signature page. Actual receipt of notice by Surety, the OWNER or the CONTRACTOR, however accomplished, shall be sufficient compliance as of the date received at the address shown on the signature page.

13. When this Bond has been furnished to comply with a statutory or other legal requirement in the location where the Contract was be performed, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. The intent is, that this Bond shall be construed as a statutory bond and not as a common law bond.

14. Upon request of any person or entity appearing to be a potential beneficiary of this Bond, the CONTRACTOR shall promptly furnish a copy of this Bond o shall permit a copy to me made.

15. DEFINITIONS.

15.1. Claimant: An individual or entity having a direct contract with the CONTRACTOR or with a Subcontractor of the CONTRACTOR to furnish labor, materials or equipment for use in the performance of the Contract. The intent of this Bond shall be to include without limitation in the terms "labor, materials or equipment" that part of water, gas, power, light, heat, oil, gasoline, telephone service or rental equipment used in the Contract, architectural and engineering services required for performance of the Work of the CONTRACTOR and the CONTRACTOR's Subcontractors, and all other items for which a mechanic's lien may be asserted in the jurisdiction where the labor, materials or equipment were furnished.

15.2. Contract: The agreement between the OWNER and the CONTRACTOR identified on the signature page, including all Contract Documents and changes thereto.

15.3. OWNER Default: Failure of the OWNER, which has neither been remedied not waived, to pay the CONTRACTOR as required by the Contract or to perform and complete or comply with the other terms thereof.

(FOR INFORMATION ONLY---Name, Address and Telephone)
AGENT or BROKER: OWNER'S REPRESENTATIVE (Engineer or other party):

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 00700

GENERAL CONDITIONS

PART 1.00 – GENERAL

1.01 LABOR AND HOURS OF WORK

Contractor shall employ only competent persons to do the Work and whenever Owner shall notify Contractor, in writing, that any person on the Work appears to be incompetent, disorderly, or otherwise unsatisfactory, such person shall be removed from the Work and shall not again be employed on it except with the consent of the Owner.

Contractor shall provide suitably qualified personnel to survey and lay out the Work and perform construction as required by the Contract Documents. Contractor shall at all times maintain good discipline and order, while performing any Work.

Except as otherwise required for the safety or protection of persons or the Work or property adjacent thereto, and except as otherwise stated in the Contract Documents, all Work shall be performed during normal hours of operation of the DPW. No work shall be performed earlier than 7:00 A.M. or later than 3:30 P.M., Monday through Friday, unless said work is deemed to be an emergency and written consent has been given by the Engineer. Contractor will not be permitted to perform Work on a Saturday, Sunday, or any legal holiday without a written approval by the Engineer.

1.02 MINIMUM WAGE RATES

Wages paid on the work must conform with the minimum rate of wages as established by the Commissioner of Labor and Workforce Development, Division of Occupational Safety under the provisions of M.G.L. c. 149, §§ 26-27, and as indicated herein. Wage Rates are attached as part of the General Conditions.

In accordance with M.G.L. c. 149, § 27B, a true and accurate record must be kept of all persons employed on the Public Works project for which the enclosed rates have been provided.

M.G.L. c. 149, § 27B includes the following requirements:

A. Employers (Contractors and Sub-contractors) shall submit weekly payroll records to the awarding authority for all employees who have worked on this project. Such records should be submitted with each invoice presented for payment.

B. Responsibility for investigating and enforcing the prevailing wage law is with the office of the Massachusetts Attorney General.

1.03 ADDITIONAL CONDITIONS

The Owner reserves the right to stop work if said work is found to be unsatisfactory or if materials or methods used relative to the Contract Documents do not meet the specifications.

Contractor shall coordinate scheduling with Owner to provide the least disruption to the Town and to progress the work in a timely fashion. Proposed schedules shall be submitted to the Engineer for prior approval.

The Owner reserves the right, in its absolute and sole discretion, to waive any informality in or to reject any or all Bids if deemed to be in its best interest.

All questions by prospective Bidders as to the interpretation of the Contract Documents must be submitted in writing to Christian Mann Project Manager, Department of Public Works, 999 Whipple Road, Tewksbury, MA 01876, at least three (3) days before the date and time set for the opening of bids.

END OF SECTION

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR
DIVISION OF OCCUPATIONAL SAFETY
PREVAILING WAGE PROGRAM
www.mass.gov/dos/pw

The Massachusetts Prevailing Wage Law
M.G.L. c. 149, §§26-27

NOTICE TO AWARDING AUTHORITIES

- The enclosed wage schedule applies only to the specific project listed at the top of the schedule, and these rates will remain in effect for the duration of the project.
- You should request an updated wage schedule from the Division of Occupational Safety if you have not opened bids or selected a contractor within 90 days of the date of issuance of the enclosed wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project for which it has been issued.
- Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project.

NOTICE TO CONTRACTORS

- The enclosed wage schedule must be posted in a conspicuous place at the work site during the life of the project.
- The wages listed on the enclosed wage schedule must be paid to employees on public works projects regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- The enclosed wage schedule applies to all phases of the project, including the final clean-up. Contractors whose only role is to perform final clean-up must pay their employees according to this wage schedule.
- All apprentices must be registered with the Massachusetts Division of Apprenticeship Training (DAT) in order to be paid at the lower apprentice rates. All apprentices must keep his/her apprentice identification card on his/her person during all work hours. If a

worker is not registered with DAT, they must be paid the "total rate" listed on the wage schedule regardless of experience or skill level. For further information, please call 617-626-5409, or write to DAT, 19 Stanford Street, Floor 1, P.O. Box 146759, Boston, MA 02114.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE

_____, 20_____

I,_____,_____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by _____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM

Company's Name:	Address:	Phone No.:	Payroll No.:

Employer's Signature:	Title:	Contract No:	Tax Payer ID No.	Work Week Ending:

Awarding Authority's Name:	Public Works Project Name:	Public Works Project Location:	Min. Wage Rate Sheet No.

General / Prime Contractor's Name:	Subcontractor's Name:		"Employer" Hourly Fringe Benefit Contributions				
						(B+C+D+E)	(A x F)

Employee Name & Complete Address	Employee is OSHA 10 Certified (?)	Work Classification:	Appr. Rate (%)	Hours Worked Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.	Project Hours (A) / All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C')	ERISA Pension Plan (D)	Supp. Unemp . (E)	Total Hourly Prev. Wage (F)	Project Gross Wages (G) / Total Gross Wages	Check No.

NOTE: Pursuant to MGL Ch. 149 s.27B, every contractor and subcontractor is required to submit a "true and accurate" copy of their weekly payroll records directly to the awarding authority. Failure to comply may result in the commencement of a criminal action or the issuance **received by awarding authority of a civil action**

Date received by awarding authority
/ / /

DIVISION 1-GENERAL REQUIREMENTS

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 01010

SUMMARY OF WORK

PART 1.00 - GENERAL

1.01 LOCATION OF WORK

A. The Work of this Contract is located at various locations in the Town of Tewksbury, Massachusetts.

1.02 WORK TO BE DONE

A. The Work of this Contract includes the installation Micro Surfacing and all related work on various locations in the Town of Tewksbury, MA,

PART 2.00 – PRODUCTS

A. All materials used by the Contractor shall be in accordance with the Contract Documents, as well as federal, state and local laws, standards and regulations.

B. Material Safety Data Sheets (MSDS) shall be provided to the Engineer prior to the start of the work

PART 3.00 – MATERIALS

a) Emulsified Asphalt: The emulsified asphalt shall be a quick-set, polymer-modified cationic type CSS-1H emulsion, and shall conform to the requirements specified in AASHTO M208 and ASTM 2397. It shall pass all applicable storage and settlement tests. The polymer shall be milled into the emulsion, or in the case of the HiMA (6% SBS) emulsion, may be blended into the unmodified base asphalt. The cement mixing test shall be waived for this emulsion.

1) Conventional Micro-Surfacing Residue Properties

Distillation of residue will be at a temperature of 350° F for 20 minutes. Softening Point (ASTM D36 or AASHTO T53) of the residue shall be not less than 140° F.

2) Fiber-Reinforced Micro-Surfacing Residue Properties

For fiber-reinforced mixtures, emulsion testing by distillation method (ASTM D5 or AASHTO T49) shall yield Penetration values of between 40 and 120 dmm at 77 degrees F, and a Softening Point (ASTM D36 or AASHTO T53) not less than 135 degrees F.

3) HiMA (6% SBS) Micro-Surfacing Residue Properties

For HiMA mixtures, emulsion testing by distillation method (ASTM D5 or AASHTO T49) shall yield a Softening Point (ASTM D36 or AASHTO T53) not less than 170° F.

b) Aggregate:

1) General

The mineral aggregate used shall be of the type and grade specified for Micro-Surfacing. The aggregate shall be manufactured crushed stone such as granite, slag, limestone, chat, or other high-quality aggregate or combination thereof.

2) Aggregate Physical Requirements

- Grading- The aggregate including natural fines when tested by AASHTO methods T11 or T27 or ASTM C117 or C136, should meet the referenced gradation requirements.
- Deleterious Substances- To limit the permissible amount of clay-like fines in an aggregate, a sand equivalency value of 65 or higher is required when tested by ASTM 2419.
- Soundness- The aggregate shall have a weighted loss of not more than 15% when the sodium sulfate test is used, or 20% when the magnesium sulfate test is used.
- Hardness- The aggregate wear, from resistance to abrasion, shall be a maximum of 35% when using AASHTO T96 or ASTM C131 test methods.

c) Water: The water shall be potable and shall be free of harmful soluble salts.

d) Modifier: Special quick-setting emulsifier agents shall be milled into the asphalt emulsion. The emulsified asphalt shall be so formulated that when the paving mixture is applied at a thickness of one inch with the relative humidity at not more than 50% and an ambient air temperature of at least 75° F, the material will cure sufficiently so that rolling traffic can be allowed in one hour with no damage to the surface, as verified by the Engineer.

e) Additives: A mineral additive shall be introduced to the aggregate and may be any recognized brand of non-air entrained Portland cement or hydrated lime that is free of lumps, or other approved mineral additive. It may be accepted upon visual inspection. The amount of mineral additive needed shall be determined by the laboratory mix design and will be considered as part of the material gradation requirement.

A liquid field control additive may be introduced and blended with water to provide effective control of the required quick-set properties. This additive shall be made available by the chemical supplier or emulsion manufacturer and certified to be compatible with the mixture.

1. ENGINEERING

a) General: Before work commences, the contractor shall submit a signed and certified mix design covering the specific materials to be used on the project. This

design shall be performed by an AASHTO resource accredited facility specifically accredited for Pavement Preservation and micro-surfacing mix designs. Proof of such AASHTO accreditation shall be submitted with the mix design. Once the materials are approved, no substitution will be permitted unless first tested and approved by the laboratory preparing the mix design.

b) Mix Design: The AASHTO resource accredited laboratory shall develop the job mix design and present certified test results for the contractor's approval. Compatibility of the aggregate and emulsion shall be verified by the mix design. The job mix formula shall meet standard ISSA A143 micro-surfacing mix design requirements. All component material used in the mix design shall be representative of the material proposed by the contractor for use on the project. Fiber-Reinforced Mix Design

1) Fiber-reinforced mix designs shall be tested for flexibility utilizing the TxDOT Overlay Test (Tex-248-F) traditionally used for hot mix asphalts (HMA), and adapted for micro-surfacing as follows:

- Emulsified Asphalt -- constant maximum displacement should be increased from 0.025 in. to 0.050 in., 10 seconds (one cycle) to 60 seconds (one cycle).
- Mixing Equipment – replaced in its entirety to read "Test Specimens – specimen length and width must match Figure 1 (cutting template), and specimen height must be 0.50 in. Make and cure the micro-surfacing overlay test specimens using similar methods and resulting in similar mixture composition and mix consistency as done for the TB 100 (Wet Track Abrasion) and TB 147 (Loaded Wheel Test) specimens.

1) In the event that new performance testing standards are developed to supersede the modified TxDOT Overlay Test standards outlined above, such new standards shall be submitted and approved by the Engineer.

b) Specifications: The Engineer shall approve the design mix and all Micro-Surfacing materials and methods prior to use. The component materials shall be within the following limits.

Residual Asphalt	5% to 9% by dry weight of aggregate
Mineral Additive	0.5% to 3% by dry weight of aggregate
Polymer Modifier & Field Control Additives	As required to provide specified properties
Water	As required to produce consistency
Fibers	0.05% to 0.25% by dry weight of aggregate as required to meet the

performance requirements of the TxDOT Overlay Test (Tex-248-F) as described above

Aggregate - Screen Size	Recommended Gradations: Type II % Passing	Type III % Passing
3/8”	100	100
#4	90-100	70-90
#8	65-90	45-70
#16	45-70	28-50
#30	30-50	19-34
#50	18-30	12-25
#100	10-21	7-18
#200	5-15	5-15

Suggested Application Rates:

Type II - Primary and Residential Streets and Airport Runways:

single course = 18-20 lbs./s.y.
Cape Seal wear course = 25-28 lbs./s.y.
double course = 30-32 lbs./s.y.
rut filling = as required

Type III - Interstate Routes:

double course = 30-36 lbs./s.y.
wheel ruts = as required

Note: all application rates above are dry aggregate weights exclusive of emulsion and all other additives.

D. etc.

PART 4.00 – EQUIPMENT

a) General: All equipment, tools, and machines used in the performance of this work shall be maintained in satisfactory working condition at all times to ensure a high-quality product.

b) Mixing Equipment: The material shall be mixed by a self-propelled Micro-Surfacing mixing machine which shall be a continuous flow, continuous run mixing unit able to accurately deliver and proportion the aggregate, emulsified asphalt, mineral and field control additives, and water to a revolving multi-blade twin shafted mixer and discharge the mixed product on a continuous flow basis. The Contractor shall own and have available two (2) continuous flow, continuous run mixing machines to ensure highest quality, and to mitigate the effect of equipment breakdowns. The machines shall have sufficient storage capacity for aggregate, emulsified asphalt, mineral and field control additives, and water to maintain an adequate supply to the proportioning controls. The machines shall be equipped with self-loading devices which provide for the loading of materials while continuing to lay Micro-Surfacing, thereby minimizing construction joints.

c) Proportioning Devices: Individual volume or weight controls for proportioning each material to be added to the mix, i.e., aggregate, emulsified asphalt, mineral and field control additives, and water shall be provided and properly marked. These proportioning devices are usually revolution counters or similar devices and are used in material calibration and determining the materials output at any time.

c) Emulsion Pump: The emulsion pump shall be a heated, positive displacement type pump.

d) Spreading Equipment: The surfacing mixture shall be spread uniformly by means of a mechanical type spreader box attached to the mixer, equipped with paddles to agitate and spread the materials throughout the box. The spreader box width shall be capable of adjustment while paving in order to accommodate the changing width of some roadways without excessive overlaps. A front seal shall be provided to ensure no loss of the mixture at the road contact point. The rear seal and secondary strike-off shall act as the final strike-off, and both shall be adjustable. The mixture shall be spread to fill cracks and minor surface irregularities and leave a uniform skid resistant application of material on the surface. The spreader box and rear strike-off shall be so designed and operated that a uniform consistency is achieved to produce a free flow of material to the rear strike-off. The longitudinal joint where two passes join shall be neat in appearance, uniform and lapped. All excess material shall be removed from the jobsite prior to opening the road. The spreader box shall have suitable means provided to side-shift the box to compensate for variations in pavement width and longitudinal alignment. A rut box shall be available to pre-fill wheel ruts when necessary prior to overlay to eliminate puddles or runoff interruption. The rut box shall be no less than 4’ wide and no more than 6’ wide.

e) Auxiliary Equipment: Suitable surface cleaning equipment, traffic control equipment, hand tools and any support equipment shall be provided as necessary to perform the work.

f) Screening Plant: All aggregate shall be rescreened immediately prior to being loaded onto Micro-Surfacing equipment. The screening plant shall be equipped with a 3/8” screen to remove all oversized aggregate and shall be capable of discharging screened aggregate directly onto the support equipment. Any material discharged onto the ground must be rescreened prior to use.

2. MACHINE CALIBRATION

Each mixing unit to be used in the performance of the work shall be calibrated in the presence of the Engineer prior to construction, or previous calibration documentation covering the exact materials to be used may be acceptable provided they were made during the same calendar year. The documentation shall include the individual calibration of each material at various settings, which can be related to the machine metering devices.

3. WEATHER LIMITATIONS

The material shall be spread only when the road surface and atmospheric temperatures are at least 45° F and rising, the weather is not rainy, and there is no forecast of temperatures

below 32°F within 48 hours from the time of placement of the mixture.

4. SURFACE PREPARATION

   a) General: The area to be resurfaced shall be thoroughly cleaned of vegetation, loose aggregate and soil, particularly soil that is bound to the surface. Manholes, valve boxes and other service entrances will be protected from the surfacing material with polyethylene sheeting. All services will be uncovered upon completion of work.

   b) Cracks in Surface: If required by the Engineer, pre-treat the cracks in the surface with a fiberized crack sealer prior to the application of the Micro-Surfacing. Crack sealer shall be a polymer and crumb rubber modified asphalt cement including not less than 3% polymers, 7% recycled tire crumb rubber (80 mesh), and 8% polyester fibers (PCRM + fibers). The modified asphalt cement incorporated in the PCRM + fibers material must meet PG 64-28E MSCR testing requirements. If crack sealing pre-treatment is required by the Engineer a separate pay item will be included in the bid proposal form.

Tack Coat: The Contractor may be required to apply a tack coat on any heavily oxidized pavements, and on high traffic roadways as directed by the Engineer. The tack coat shall consist of one part emulsified asphalt (CSS-1H) and three parts water, and be applied with a distributor at a rate of 0.05-0.10 gallons per square yard. If tack coat is required by the Engineer, a separate pay item will be included in the bid proposal form.

PART 5.00 – Quality Control

   a) Materials: The Contractor will permit the Engineer to take samples of the aggregate and asphalt emulsion to be used in the project at the Engineer's discretion. Gradation and sand equivalency tests may be run on the aggregate, and residual asphalt content test run on the emulsion. Test results will be compared to specifications. Tests will be run by a qualified laboratory at the expense of the Owner. The Owner must notify the Contractor immediately if any test fails to meet the specifications.

   b) Micro-Surfacing Mixture: Samples of the mixture should be taken daily and may be taken directly from the mixing unit(s). Consistency and residual asphalt content tests may be made on the samples and compared to the specifications. Tests will be run by a qualified laboratory at the expense of the Owner. The Owner must notify the Contractor immediately if any test fails to meet specifications. The Engineer may use the recorder and measuring facilities of the unit to determine application rates, asphalt emulsion content, mineral and field control additives, and water.

   c) Non-Compliance: If any two successive tests fail on the stockpile material, the job shall be stopped. It is the responsibility of the Contractor, at his own expense, to prove to the Engineer that the conditions have been corrected. If any two successive tests on the mix from the same machine fail, the use of the machine shall be suspended. It will be the responsibility of the Contractor, at his own expense, to prove to the Engineer that the problems have been corrected and that the machine is working properly.

PART 6.00 – Performance

It is the intention of the Owner not to award a contract for Micro-Surfacing work under this or any other proposal if the contractor cannot furnish satisfactory evidence that he has the ability and experience to perform this class of work, and that he has sufficient capital and equipment to enable him to prosecute the work successfully, and to complete it within the time named in the contract. The Owner also reserves the right to reject this or any other proposal, or to award the contract as is deemed to be in the best interest of said Owner

a) Proof of Experience: To illustrate its experience and capabilities to perform Micro-Surfacing work, contractor shall provide with his bid a list of similar projects completed within the last 3 years. Such list shall include the project names and locations, Owner or agency contact names and telephone numbers, and the total area of work completed for each project. The total area of work for all projects on this list shall not be less than 1 million square yards. In addition to experience with conventional Micro-Surfacing, the contractor must also be able to demonstrate experience applying the highly modified asphalt (HiMA 6% SBS polymer) variation of Micro-Surfacing, and such experience shall be noted on the above required list of similar recent projects including the contact information for each project.

b) Contractor Certification: To ensure contractor's capabilities, the bidder shall provide with his bid evidence that at least two (2) of the company's micro-surfacing field supervisory personnel have completed AASHTO TSP2 training and successfully passed the Slurry Systems certification exam administered by the National Center for Pavement Preservation (NCPP). During completion of the work, contractor will be required to have at least two (2) AASHTO TSP2 Slurry Systems certified employees including the crew foreman assigned to the job and present at all times when micro-surfacing work is being performed.

c) State DOT Prequalification: To further ensure the contractor's capabilities, the contractor shall provide with his bid evidence of his current prequalification status by the State DOT for the categories of work contained herein.

PART 7.00 – Performance Quality

The Contractor must furnish the following warranty after completion of the work and prior to final payment: The Contractor hereby warrants that all workmanship and all materials furnished under this contract comply fully with requirements of these Micro-Surfacing Specifications. If at any time within two years after the date of the final inspection, any unfaithful or defective work should appear which, in the opinion of the Owner, is due to inferior materials or workmanship, the Contractor warrants to do whatever is necessary to remedy the defects immediately without cost to the Owner. The Owner will notify the Contractor in writing of the defects and the repairs to be made, and the Contractor will begin repairs within a mutually agreed time frame.

PART 8.00 – Notifications

All homeowners and businesses affected by the construction shall be notified a minimum of one day in advance of the surfacing by the Owner.

PART 9.00 – Traffic Control

Suitable methods shall be used by the Contractor to protect the micro-surface from traffic until the new surface will support traffic without damage. All traffic control methods used shall be in accordance with the Engineer's specifications and shall be employed in a safe manner. The cost of flaggers and any police details, if required, will be paid or reimbursed by the Owner. The **Contactor** will coordinate detail assignments which will be billed to the contractor directly based on the hourly cost. The Contractor will not be reimbursed for police detail expenses incurred due to failure to cancel or cancelling without the required notice.

PART 10.00 – Method of Award

To ensure contractor accountability, the Owner intends to award all items to a single contractor. Accordingly, contractors must bid on all items of work, and the low bidder will be the contractor whose total bid price is the lowest. The bid quantities are not guaranteed, and their primary purpose is for the determination of the low bidder.

PART 11.00 – Measurement and Payment

The quantity to be measured for payment will be the number of square yards of micro-surfacing actually completed, and this quantity shall be determined and verified daily. This should include a total yardage for each street complete. The price should be for In-Place of the entire micro surfing treatment and not each individual lift. The accepted quantity of micro-surfacing will be paid for at the contract unit price per square yard of the type specified in the proposal, which shall be full compensation for furnishing, transporting, handling and placing the material specified and furnishing of all labor, tools, equipment and incidentals for the satisfactory completion of this item. Rut filling will be paid by the ton, and tack coat and crack sealing (if required) will be paid for by the gallon of material applied as determined and approved daily by the Engineer.

PART 12.00 – Asphalt Pricing and Price Adjustments

a) Asphalt Price Adjustments: Contractor's bid prices below shall be based upon the current State DOT asphalt cement price index posted exactly two (2) weeks prior to the due date for receipt of bids ("Bid Index"). If the posted State DOT asphalt cement price index in place when the work is performed differs from the Bid Index, up or down, then Contractor's invoices shall include price adjustments for the

asphaltic materials, and these adjustments shall be calculated based on the actual tons of liquid asphalt cement incorporated into the work.

b) Future Year Price Adjustments: The Owner reserves itself the option to extend the use, terms, conditions and prices of this bid for an additional three (3) years after the first year in which the contract is awarded. Such extension will be subject to the Owner reviewing and approving the Contractor's annual request for a price adjustment based on and limited to the prior year's actual rate of inflation. If such price adjustment cannot be mutually agreed upon between the Owner and Contractor, Owner may choose to re-bid the work in lieu of extending this contract.

PART 13.00 – Treatment Types

Conventional Micro-Surfacing

Type II -

- Single Surface Course (1 lift)
- Leveling & Surface Courses (2 lifts)
- Cape Seal Surface Course (1 lift)

Type III -

- Leveling & Surface Courses (2 lifts)
- Rut Filling

Fiber-Reinforced Micro-Surfacing

Type II -

- Single Surface Course (1 lift)
- Leveling & Surface Courses (2 lifts)
- Cape Seal Surface Course (1 lift)

Type III -

- Leveling & Surface Courses (2 lifts)
- Rut Filling

HiMA Micro-Surfacing

Type II -

- Single Surface Course (1 lift)
- Leveling & Surface Course (2 lifts)
- Cape Seal Surface Course (1 lift)

Type III -

- Leveling & Surface Course (2 lifts)
- Rut Filling

END OF SECTION

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 01570

TRAFFIC REGULATION

PART 1.00 - GENERAL

1.01 REQUIREMENTS

A. No road shall be closed to traffic without the prior consent of the Engineer.

1.02 MINIMUM REQUIREMENTS FOR TRAFFIC CONTROL

A. Police details will be required at certain times in order to maintain safe traffic control within the project area. This requirement will be determined by the Engineer. Policing is addressed in Section 01576.

B. Detours shall be discussed with the Engineer and approved by the Engineer. No road shall be closed to traffic without the prior consent of the Engineer.

1.03 TRAFFIC SIGNS AND PLANS

A. The Contractor shall furnish, position, reposition, maintain, and remove (as needed and/or as directed by the Engineer): traffic cones, reflectorized barrels with warning lights and regulatory, warning and guide signs together with their supports at no additional cost to the Owner.

B. The supervisor or foreman designated by the Contractor may be required to attend preconstruction meetings, as requested by the Engineer, at no additional cost to the Owner.

PART 2.00 – PRODUCTS (NOT USED)

PART 3.00 – EXECUTION (NOT USED)

END OF SECTION

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 01576

PUBLIC SAFETY

PART 1.00 - GENERAL

1.01 SCOPE OF WORK

A. When, in the opinion of the Owner, Engineer, or the Tewksbury Police Department public safety or convenience requires the service of police, the Engineer may direct the Contractor to provide manpower to direct traffic within the location of work under this Contract.

B. The Contractor shall be responsible for scheduling and payment of traffic police details. The Owner will reimburse the Contractor for direct costs of police details.

C. The intent of police detail presence on the job site is to insure public safety by police direction of traffic or by the use of temporary traffic control devices. Police are not to serve as watchmen to protect the Contractor's equipment and materials, or to warn pedestrians of hazards within the work zone.

D. Nothing contained herein shall be construed as relieving the Contractor of any of its responsibilities for protection of persons and property under the terms of the Contract.

E. Cancellation of any scheduled police detail due to inclement weather or any other reason shall be the responsibility of the Contractor and shall be made no less than one (1) hour prior to the scheduled start time. Contractor shall be responsible for payment of police details not cancelled or cancelled without proper one (1) hour notice, with no reimbursement by the Owner.

F. All payments to police for work under this Contract shall be in accordance with M.G.L. c. 149, § 34B which states that reserve police officers shall receive the same prevailing wage rate as paid to regular police officers.

G. Payment for police details shall be paid for on an hourly basis in accordance with an invoice from the Tewksbury Police Department. Copies of all invoices will be submitted to the Engineer along with reimbursement requests.

H. The Bid Form, The Police Detail Item provides a Unit Price per hour of with the established rate stated in the Bid Form, with an estimated total amount of hours. Requisition for payment, when applicable, shall include the amount due for police details.

I. The Contractor is required to submit copies of payroll, covering such police officers, containing complete payroll information and payment receipts. The Town of Tewksbury will reimburse the Contractor for payments made for the services of all required traffic officers upon receipt of proof of payment.

PART 2.00 – PRODUCTS (NOT USED)

PART 3.00 – EXECUTION (NOT USED)

END OF SECTION

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 01601

CONTROL OF MATERIALS

PART 1.00 - GENERAL

1.01 APPROVAL OF MATERIALS

A. Unless otherwise specified, only new materials and equipment shall be incorporated in the Work. All materials and equipment furnished shall be subject to the inspection and approval of the Engineer. No material shall be delivered for the Work without prior approval of the Engineer.

B. Facilities and labor for handling and inspecting all materials and equipment shall be furnished by the Contractor. If the Engineer requires, either prior to beginning or during the progress of the Work, submit additional samples or materials for such special tests as may be necessary to demonstrate that they conform to the requirements specified herein. Such samples shall be furnished, stored, packed and shipped as directed at the Contractor's expense. Except as otherwise noted, the Owner will make arrangements for and pay for the tests.

1.02 HANDLING AND STORAGE OF MATERIALS

A. The Contractor is advised that the Town of Tewksbury may provide a stockpile site but only in such places, and to such limits, and in such amounts, and for such time periods as are pre-approved by the Director of Public Works but the ability for the Town of Tewksbury to provide a site is not guaranteed. Further, any stockpile sites shall be thoroughly cleaned and fully restored to their original condition, at the Contractors own expense, once the stockpile site is no longer needed to service the project for which they were created.

B. All materials and equipment to be incorporated in the Work shall be handled and stored by the Contractor before, during and after shipment in a manner to prevent any injury, theft or damage of any kind whatsoever to the material or equipment. Owner is not responsible for any damage or losses of Contractor's materials.

C. All materials which, in the opinion of the Engineer, have become so damaged as to be unfit for the use intended or specified shall be promptly removed from the site of the Work and no compensation shall be given for the damaged material or its removal.

D. All other materials delivered to the job shall be unloaded and placed in a manner which will not hamper the normal operation of the existing Stockpile Site or interfere with the flow of necessary traffic.

PART 2.00 – PRODUCTS (NOT USED)

PART 3.00 – EXECUTION (NOT USED)

END OF SECTION

DIVISION-2 SITE WORK

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 02080

ENVIRONMENTAL PROTECTION

PART 1.00 - GENERAL

1.01 SCOPE OF WORK

A. The Work covered by this section of the Contract Documents consists of furnishing all labor, tools, equipment and materials to perform all Work required for the prevention of environmental pollution during and as a result of construction operations under this Contract.

1.02 APPLICABLE REGULATIONS

A. Comply with all applicable federal, state, county and local laws and regulations concerning environmental pollution control and abatement.

1.03 NOTIFICATIONS

A. The Engineer will notify the Contractor in writing of any non-compliance with the foregoing provisions. The Contractor shall, after receipt of such notice, immediately take corrective action. Such notice, when delivered to the Contractor or its authorized representative at the site of the work, shall be deemed sufficient for the purpose. If the Contractor fails to act promptly, the Engineer may order stoppage of all or part of the Work until satisfactory corrective action has been taken. No claim for an extension of time or extra costs or damage incurred by the Contractor as a result of time lost due to any stop work orders shall be made unless it was later determined that the Contractor was in compliance.

PART 2.00 – PRODUCTS (NOT USED)

PART 3.00 – EXECUTION

3.01 GENERAL

A. The Contractor shall not pollute streams, lakes, ponds or reservoirs with fuels, oils, bitumen, or other harmful materials. It is the Contractor's responsibility to comply with all applicable federal, state, county and municipal laws regarding pollution or rivers and streams.

B. Special measures should be taken to insure against spillage of any pollutants into public waters or wetland resource areas.

END OF SECTION

TOWN OF TEWKSBURY, MASSACHUSETTS
DEPARTMENT OF PUBLIC WORKS
ROADWAY MICRO SURFACING
CONTRACT NO. PW-26-19

SECTION 02576

PAVEMENT REPAIR

PART 1.00 - GENERAL

1.01 SCOPE OF WORK

The work will consist of furnishing all labor, tools, equipment, and materials necessary for the cleaning and preparation of Roadway Micro Surfacing and all related work which includes patching and paving, adjusting and/rebuilding sewer and drainage structures, and adjusting valve boxes on the following Town roads (Funds Allowed):

Grasshopper Lane
Tomahawk Drive
Arizona Road
Virginia Road
Coburn Ave
Linwood Ave
Hazelwood Ave
David Morris Road
Chivas Circle
Barry Drive
Anthony Road
Northgate Road

1.02 REFERENCE STANDARDS

A. The 2025 edition of the Commonwealth of Massachusetts, Massachusetts Highway Division Standard Specifications for Highway and Bridges (MHD-SSHB), and the current addition of amendments and addenda shall apply to the work to be done hereunder.

B. American Association of State Highways and Transportation Officials (AASHTO)

C. American Society for Testing and Materials (ASTM)

PART 2.00 – PRODUCTS

2.01 MATERIALS

A. Specifications outlined in section 01010 Summary of Work, Part 3 Materials

PART 3.00 – EXECUTION

3.01 GENERAL

A. The Engineer shall provide the contractor with locations. The locations specified will be throughout the Town of Tewksbury. Any locations sealed by the Contractor that are not specified by the Engineer shall be deducted from the measurement and payment.

END OF SECTION

APPENDICES

Appendix A
PREVAILING WAGES

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS
Prevailing Wage Rates

MAURA HEALEY
Governor
KIM DRISCOLL
Lt. Governor

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	Tewksbury - Department of Public Works	**City/Town:**	TEWKSBURY
Contract Number:	PW-26-19		
Description of Work:	Roadway Micro Sealing at various roads in the Town of Tewksbury, MA		
Job Location:	Townwide Tewksbury MA		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F “rental of equipment” contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets form DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$40.95	$16.17	$21.78	$0.00	$0.00	$78.90
	6/1/2026	$41.95	$16.17	$21.78	$0.00	$0.00	$79.90
	12/1/2026	$41.95	$16.17	$23.52	$0.00	$0.00	$81.64
	1/1/2027	$41.95	$16.77	$23.52	$0.00	$0.00	$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.02	$16.17	$21.78	$0.00	$0.00	$78.97
	6/1/2026	$42.02	$16.17	$21.78	$0.00	$0.00	$79.97
	12/1/2026	$42.02	$16.17	$23.52	$0.00	$0.00	$81.71
	1/1/2027	$42.02	$16.77	$23.52	$0.00	$0.00	$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.14	$16.17	$21.78	$0.00	$0.00	$79.09
	6/1/2026	$42.14	$16.17	$21.78	$0.00	$0.00	$80.09
	12/1/2026	$42.14	$16.17	$23.52	$0.00	$0.00	$81.83
	1/1/2027	$42.14	$16.77	$23.52	$0.00	$0.00	$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	1/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/1/2025	$44.80	$14.50	$4.30	$6.75	$0.00	$70.35
ASPHALT RAKER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
LABORERS	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
LABORERS - ZONE 2	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
LABORERS	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
BOILER MAKER	1/1/2024	$48.12	$7.07	$14.60	$6.00	$0.00	$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER

Effective Date: 1/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	$31.28	$7.07	$9.32	$3.90	$0.00	$51.57
2	65.00	$31.28	$7.07	$9.32	$3.90	$0.00	$51.57
3	70.00	$33.68	$7.07	$10.03	$4.20	$0.00	$54.98
4	75.00	$36.09	$7.07	$10.74	$4.50	$0.00	$58.40
5	80.00	$38.50	$7.07	$11.45	$4.80	$0.00	$61.82
6	85.00	$40.90	$7.07	$12.18	$5.10	$0.00	$65.25

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BOILER MAKER							
Effective Date: 1/1/2024							
Step / Percent		**Apprentice Base Wage**	**Health**	**Pension**	**Annuity**	**Supplemental Unemployment**	**Total Rate**
7 / 90.00		$43.31	$7.07	$12.88	$5.40	$0.00	$68.66
8 / 95.00		$45.71	$7.07	$13.62	$5.70	$0.00	$72.10
Apprentice to Journeyworker Ratio: 1:4							
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (LOWELL)	2/1/2026	$65.81	$12.84	$15.57	$7.33	$0.00	$101.55
	8/1/2026	$68.01	$12.84	$15.57	$7.33	$0.00	$103.75
	2/1/2027	$69.41	$12.84	$15.57	$7.33	$0.00	$105.15
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 2/1/2026							
Step / Percent		**Apprentice Base Wage**	**Health**	**Pension**	**Annuity**	**Supplemental Unemployment**	**Total Rate**
1 / 50.00		$32.91	$12.84	$15.57	$7.33	$0.00	$68.65
2 / 60.00		$39.49	$12.84	$15.57	$7.33	$0.00	$75.23
3 / 70.00		$46.07	$12.84	$15.57	$7.33	$0.00	$81.81
4 / 80.00		$52.65	$12.84	$15.57	$7.33	$0.00	$88.39
5 / 90.00		$59.23	$12.84	$15.57	$7.33	$0.00	$94.97
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 8/1/2026							
Step / Percent		**Apprentice Base Wage**	**Health**	**Pension**	**Annuity**	**Supplemental Unemployment**	**Total Rate**
1 / 50.00		$34.01	$12.84	$15.57	$7.33	$0.00	$69.75
2 / 60.00		$40.81	$12.84	$15.57	$7.33	$0.00	$76.55
3 / 70.00		$47.61	$12.84	$15.57	$7.33	$0.00	$83.35
4 / 80.00		$54.41	$12.84	$15.57	$7.33	$0.00	$90.15
5 / 90.00		$61.21	$12.84	$15.57	$7.33	$0.00	$96.95
Apprentice to Journeyworker Ratio: 1:5							
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$49.10	$10.65	$9.75	$9.80	$0.00	$79.30
	6/1/2026	$50.65	$10.65	$9.75	$9.80	$0.00	$80.85
	12/1/2026	$52.15	$10.65	$9.75	$9.80	$0.00	$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS	12/1/2025	$47.95	$10.65	$9.75	$9.80	$0.00	$78.15
	6/1/2026	$49.50	$10.65	$9.75	$9.80	$0.00	$79.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - FOUNDATION AND MARINE	12/1/2026	$51.00	$10.65	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	12/1/2025	$48.28	$10.65	$9.75	$9.80	$0.00	$78.48
LABORERS	6/1/2026	$49.83	$10.65	$9.75	$9.80	$0.00	$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	$51.33	$10.65	$9.75	$9.80	$0.00	$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	9/1/2025	$50.10	$10.58	$11.47	$8.50	$0.00	$80.65
CARPENTERS	3/1/2026	$51.35	$10.58	$11.47	$8.50	$0.00	$81.90
CARPENTERS -ZONE 2 (Eastern Massachusetts)	9/1/2026	$52.60	$10.58	$11.47	$8.50	$0.00	$83.15
	3/1/2027	$53.85	$10.58	$11.47	$8.50	$0.00	$84.40

Apprentice: CARPENTER

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$22.55	$10.58	$0.00	$1.73	$0.00	$34.86
2	45.00	$22.55	$10.58	$0.00	$1.73	$0.00	$34.86
3	55.00	$27.56	$10.58	$0.00	$3.40	$0.00	$41.54
4	55.00	$27.56	$10.58	$0.00	$3.40	$0.00	$41.54
5	70.00	$35.07	$10.58	$11.41	$5.10	$0.00	$62.16
6	70.00	$35.07	$10.58	$11.41	$5.10	$0.00	$62.16
7	80.00	$40.08	$10.58	$11.44	$6.80	$0.00	$68.90
8	80.00	$40.08	$10.58	$11.44	$6.80	$0.00	$68.90

Apprentice: CARPENTER

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$23.11	$10.58	$0.00	$1.73	$0.00	$35.42
2	45.00	$23.11	$10.58	$0.00	$1.73	$0.00	$35.42
3	55.00	$28.24	$10.58	$0.00	$3.40	$0.00	$42.22
4	55.00	$28.24	$10.58	$0.00	$3.40	$0.00	$42.22
5	70.00	$35.95	$10.58	$11.41	$5.10	$0.00	$63.04
6	70.00	$35.95	$10.58	$11.41	$5.10	$0.00	$63.04
7	80.00	$41.08	$10.58	$11.44	$6.80	$0.00	$69.90
8	80.00	$41.08	$10.58	$11.44	$6.80	$0.00	$69.90

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:5							
CARPENTER WOOD FRAME	10/1/2025	$27.75	$7.02	$3.80	$1.00	$0.00	$39.57
CARPENTERS	10/1/2026	$28.85	$7.02	$3.80	$1.00	$0.00	$40.67
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$16.65	$7.02	$0.00	$0.00	$0.00	$23.67
2	60.00	$16.65	$7.02	$0.00	$0.00	$0.00	$23.67
3	65.00	$18.04	$7.02	$0.00	$1.00	$0.00	$26.06
4	70.00	$19.43	$7.02	$0.00	$1.00	$0.00	$27.45
5	75.00	$20.81	$7.02	$3.80	$1.00	$0.00	$32.63
6	80.00	$22.20	$7.02	$3.80	$1.00	$0.00	$34.02
7	85.00	$23.59	$7.02	$3.80	$1.00	$0.00	$35.41
8	90.00	$24.98	$7.02	$3.80	$1.00	$0.00	$36.80

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$17.31	$7.02	$0.00	$0.00	$0.00	$24.33
2	60.00	$17.31	$7.02	$0.00	$0.00	$0.00	$24.33
3	65.00	$18.75	$7.02	$0.00	$1.00	$0.00	$26.77
4	70.00	$20.20	$7.02	$0.00	$1.00	$0.00	$28.22
5	75.00	$21.64	$7.02	$3.80	$1.00	$0.00	$33.46
6	80.00	$23.08	$7.02	$3.80	$1.00	$0.00	$34.90
7	85.00	$24.52	$7.02	$3.80	$1.00	$0.00	$36.34
8	90.00	$25.97	$7.02	$3.80	$1.00	$0.00	$37.79

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:5							
CEMENT MASONRY/PLASTERING	1/1/2026	$53.24	$13.35	$16.43	$7.78	$1.80	$92.60
PLASTERERS AND CEMENT MASONS LOCAL 534	7/1/2026	$54.49	$13.35	$16.43	$7.78	$1.80	$93.85
Plasterers and Cement Masons - Zone 1	1/1/2027	$55.94	$13.35	$16.43	$7.78	$1.80	$95.30
	7/1/2027	$57.29	$13.35	$16.43	$7.78	$1.80	$96.65
	1/1/2028	$58.64	$13.35	$16.43	$7.78	$1.80	$98.00

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.62	$13.35	$16.43	$0.00	$0.00	$56.40
2	60.00	$31.94	$13.35	$16.43	$7.78	$1.80	$71.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	65.00	$34.61	$13.35	$16.43	$7.78	$1.80	$73.97
4	70.00	$37.27	$13.35	$16.43	$7.78	$1.80	$76.63
5	75.00	$39.93	$13.35	$16.43	$7.78	$1.80	$79.29
6	80.00	$42.59	$13.35	$16.43	$7.78	$1.80	$81.95
7	90.00	$47.92	$13.35	$16.43	$0.00	$0.00	$77.70

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$27.25	$13.35	$16.43	$0.00	$0.00	$57.03
2	60.00	$32.69	$13.35	$16.43	$7.78	$1.80	$72.05
3	65.00	$35.42	$13.35	$16.43	$7.78	$1.80	$74.78
4	70.00	$38.14	$13.35	$16.43	$7.78	$1.80	$77.50
5	75.00	$40.87	$13.35	$16.43	$7.78	$1.80	$80.23
6	80.00	$43.59	$13.35	$16.43	$7.78	$1.80	$82.95
7	90.00	$49.04	$13.35	$0.00	$7.78	$0.00	$70.17

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$60.48	$16.05	$13.25	$3.25	$0.00	$93.03
	6/1/2026	$61.81	$16.05	$13.25	$3.25	$0.00	$94.36
	12/1/2026	$63.29	$16.05	$13.25	$3.25	$0.00	$95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$37.97	$16.05	$13.25	$3.25	$0.00	$70.52
	6/1/2026	$38.83	$16.05	$13.25	$3.25	$0.00	$71.38
	12/1/2026	$39.78	$16.05	$13.25	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: DELEADER (BRIDGE)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.78	$10.35	$0.00	$0.00	$0.00	$40.13
2	55.00	$32.76	$10.35	$0.00	$6.93	$0.00	$50.04
3	60.00	$35.74	$10.35	$0.00	$7.56	$0.00	$53.65
4	65.00	$38.71	$10.35	$0.00	$8.19	$0.00	$57.25
5	70.00	$41.69	$10.35	$12.00	$8.82	$0.00	$72.86
6	75.00	$44.67	$10.35	$12.00	$9.45	$0.00	$76.47
7	80.00	$47.65	$10.35	$12.00	$10.08	$0.00	$80.08
8	90.00	$53.60	$10.35	$12.00	$11.34	$0.00	$87.29

Apprentice to Journeyworker Ratio: 1:1

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DEMO: ADZEMAN LABORERS LABORERS - ZONE 2	12/1/2025	$48.00	$10.65	$9.75	$9.65	$0.00	$78.05
	6/1/2026	$49.55	$10.65	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$51.05	$10.65	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.65	$10.65	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.25	$10.65	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.93	$10.65	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.60	$10.65	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$49.00	$10.65	$9.75	$9.65	$0.00	$79.05
	6/1/2026	$50.55	$10.65	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$52.05	$10.65	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.65	$10.65	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.25	$10.65	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.93	$10.65	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.60	$10.65	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS LABORERS - ZONE 2	12/1/2025	$48.75	$10.65	$9.75	$9.65	$0.00	$78.80
	6/1/2026	$50.30	$10.65	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.80	$10.65	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.40	$10.65	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$55.00	$10.65	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.68	$10.65	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.35	$10.65	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 2	12/1/2025	$49.00	$10.65	$9.75	$9.65	$0.00	$79.05
	6/1/2026	$50.55	$10.65	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$52.05	$10.65	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.65	$10.65	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.25	$10.65	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.93	$10.65	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.60	$10.65	$9.75	$9.65	$0.00	$88.65

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$48.75	$10.65	$9.75	$9.65	$0.00	$78.80
	6/1/2026	$50.30	$10.65	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.80	$10.65	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.40	$10.65	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$55.00	$10.65	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.68	$10.65	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.35	$10.65	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS LABORERS - ZONE 2	12/1/2025	$48.00	$10.65	$9.75	$9.65	$0.00	$78.05
	6/1/2026	$49.55	$10.65	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$51.05	$10.65	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.65	$10.65	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.25	$10.65	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.93	$10.65	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.60	$10.65	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$78.11	$10.08	$11.62	$10.04	$0.00	$109.85
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A $69.83, 3A $91.79,4A $102.14 Total Rate							
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A $54.20, 3A $73.93,4A $82.05 Total Rate							
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$83.69	$10.08	$11.62	$12.67	$0.00	$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	$26.77	$6.67	$3.93	$0.00	$0.16	$37.53
ELECTRICIAN ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	9/1/2025	$66.17	$13.00	$14.37	$8.72	$0.00	$102.26
	3/1/2026	$66.86	$13.00	$14.64	$9.00	$0.00	$103.50
	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90

Apprentice: ELECTRICIAN

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$26.47	$13.00	$0.79	$0.00	$0.00	$40.26
2	40.00	$26.47	$13.00	$0.79	$0.00	$0.00	$40.26
3	45.00	$29.78	$13.00	$13.27	$3.92	$0.00	$59.97
4	45.00	$29.78	$13.00	$13.27	$3.92	$0.00	$59.97
5	50.00	$33.09	$13.00	$13.37	$4.36	$0.00	$63.82
6	55.00	$36.39	$13.00	$13.47	$4.80	$0.00	$67.66
7	60.00	$39.70	$13.00	$13.57	$5.23	$0.00	$71.50
8	65.00	$43.01	$13.00	$13.67	$5.67	$0.00	$75.35
9	70.00	$46.32	$13.00	$13.77	$6.10	$0.00	$79.19
10	75.00	$49.63	$13.00	$13.87	$6.54	$0.00	$83.04

Apprentice: ELECTRICIAN

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$26.74	$13.00	$0.80	$0.00	$0.00	$40.54
2	40.00	$26.74	$13.00	$0.80	$0.00	$0.00	$40.54
3	45.00	$30.09	$13.00	$13.53	$4.05	$0.00	$60.67
4	45.00	$30.09	$13.00	$13.53	$4.05	$0.00	$60.67
5	50.00	$33.43	$13.00	$13.63	$4.50	$0.00	$64.56
6	55.00	$36.77	$13.00	$13.73	$4.95	$0.00	$68.45
7	60.00	$40.12	$13.00	$13.83	$5.40	$0.00	$72.35
8	65.00	$43.46	$13.00	$13.93	$5.85	$0.00	$76.24
9	70.00	$46.80	$13.00	$14.03	$6.30	$0.00	$80.13
10	75.00	$50.15	$13.00	$14.13	$6.75	$0.00	$84.03

Apprentice Notes

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Apprentice to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2026	$77.26	$16.38	$11.06	$10.70	$0.00	$115.40
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	$80.55	$16.48	$11.16	$11.00	$0.00	$119.19
ELEVATOR CONSTRUCTORS LOCAL 4							

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$38.63	$0.00	$0.00	$0.00	$0.00	$38.63
2	55.00	$42.49	$16.38	$11.06	$10.70	$0.00	$80.63
3	65.00	$50.22	$16.38	$11.06	$10.70	$0.00	$88.36
4	70.00	$54.08	$16.38	$11.06	$10.70	$0.00	$92.22
5	80.00	$61.81	$16.38	$11.06	$10.70	$0.00	$99.95

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$40.28	$0.00	$0.00	$0.00	$0.00	$40.28
2	55.00	$44.30	$16.48	$11.16	$11.00	$0.00	$82.94
3	65.00	$52.36	$16.48	$11.16	$11.00	$0.00	$91.00
4	70.00	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03
5	80.00	$64.44	$16.48	$11.16	$11.00	$0.00	$103.08

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4 ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026	$54.08	$16.38	$11.06	$10.07	$0.00	$91.59
	1/1/2027	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2025	$53.56	$16.05	$13.25	$3.25	$0.00	$86.11
	5/1/2026	$55.00	$16.05	$13.25	$3.25	$0.00	$87.55
	11/1/2026	$56.29	$16.05	$13.25	$3.25	$0.00	$88.84
	5/1/2027	$57.72	$16.05	$13.25	$3.25	$0.00	$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2025	$55.17	$16.05	$13.25	$3.25	$0.00	$87.72
	5/1/2026	$56.62	$16.05	$13.25	$3.25	$0.00	$89.17
	11/1/2026	$57.92	$16.05	$13.25	$3.25	$0.00	$90.47
	5/1/2027	$59.37	$16.05	$13.25	$3.25	$0.00	$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2025	$26.03	$16.05	$13.25	$3.25	$0.00	$58.58
	5/1/2026	$26.88	$16.05	$13.25	$3.25	$0.00	$59.43
	11/1/2026	$27.64	$16.05	$13.25	$3.25	$0.00	$60.19
	5/1/2027	$28.49	$16.05	$13.25	$3.25	$0.00	$61.04

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	9/1/2025	$66.17	$13.00	$14.37	$9.00	$0.00	$102.54
ELECTRICIANS LOCAL 103	3/1/2026	$66.86	$13.00	$14.64	$9.00	$0.00	$103.50
ELECTRICIANS LOCAL 103	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	9/1/2025	$52.94	$13.00	$13.97	$6.98	$0.00	$86.89
/ COMMISSIONING	3/1/2026	$53.49	$13.00	$14.23	$7.20	$0.00	$87.92
ELECTRICIANS LOCAL 103	9/1/2026	$55.02	$13.00	$14.28	$7.20	$0.00	$89.50
ELECTRICIANS LOCAL 103	3/1/2027	$55.98	$13.00	$14.31	$7.20	$0.00	$90.49
	9/1/2027	$57.50	$13.00	$14.36	$7.20	$0.00	$92.06
	3/1/2028	$58.46	$13.00	$14.38	$7.20	$0.00	$93.04
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	12/1/2025	$47.69	$16.05	$13.25	$3.25	$0.00	$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	$48.75	$16.05	$13.25	$3.25	$0.00	$81.30
OPERATING ENGINEERS LOCAL 4	12/1/2026	$49.93	$16.05	$13.25	$3.25	$0.00	$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2025	$28.09	$10.65	$9.75	$9.21	$0.00	$57.70
LABORERS	6/1/2026	$29.21	$10.65	$9.75	$9.21	$0.00	$58.82
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$29.21	$10.65	$9.75	$9.21	$0.00	$58.82
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FLOORCOVERER	9/1/2025	$57.74	$10.33	$11.47	$8.80	$0.00	$88.34
FLOORCOVERERS LOCAL 2168	3/1/2026	$59.24	$10.33	$11.47	$8.80	$0.00	$89.84
FLOORCOVERERS LOCAL 2168 ZONE I	9/1/2026	$60.74	$10.33	$11.47	$8.80	$0.00	$91.34
	3/1/2027	$62.24	$10.33	$11.47	$8.80	$0.00	$92.84

Apprentice: FLOORCOVERER

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$25.98	$10.33	$0.00	$1.76	$0.00	$38.07
2	45.00	$25.98	$10.33	$0.00	$1.76	$0.00	$38.07
3	55.00	$31.76	$10.33	$0.00	$3.52	$0.00	$45.61
4	55.00	$31.76	$10.33	$0.00	$3.52	$0.00	$45.61
5	70.00	$40.42	$10.33	$11.47	$5.28	$0.00	$67.50
6	70.00	$40.42	$10.33	$11.47	$5.28	$0.00	$67.50
7	80.00	$46.19	$10.33	$11.47	$7.04	$0.00	$75.03
8	80.00	$46.19	$10.33	$11.47	$7.04	$0.00	$75.03

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: FLOORCOVERER

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$26.66	$10.33	$0.00	$1.76	$0.00	$38.75
2	45.00	$26.66	$10.33	$0.00	$1.76	$0.00	$38.75
3	55.00	$32.58	$10.33	$0.00	$3.52	$0.00	$46.43
4	55.00	$32.58	$10.33	$0.00	$3.52	$0.00	$46.43
5	70.00	$41.47	$10.33	$11.47	$5.28	$0.00	$68.55
6	70.00	$41.47	$10.33	$11.47	$5.28	$0.00	$68.55
7	80.00	$47.39	$10.33	$11.47	$7.04	$0.00	$76.23
8	80.00	$47.39	$10.33	$11.47	$7.04	$0.00	$76.23

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	12/1/2025	$37.97	$16.05	$13.25	$3.25	$0.00	$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	$38.83	$16.05	$13.25	$3.25	$0.00	$71.38
OPERATING ENGINEERS LOCAL 4	12/1/2026	$39.78	$16.05	$13.25	$3.25	$0.00	$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01
GLAZIERS LOCAL 35							
GLAZIERS LOCAL 35 (ZONE 2)							

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.53	$10.35	$0.00	$0.00	$0.00	$34.88
2	55.00	$26.98	$10.35	$0.00	$6.88	$0.00	$44.21
3	60.00	$29.44	$10.35	$0.00	$7.50	$0.00	$47.29
4	65.00	$31.89	$10.35	$0.00	$8.13	$0.00	$50.37
5	70.00	$34.34	$10.35	$12.00	$8.75	$0.00	$65.44
6	75.00	$36.80	$10.35	$12.00	$9.38	$0.00	$68.53
7	80.00	$39.25	$10.35	$12.00	$10.00	$0.00	$71.60
8	90.00	$44.15	$10.35	$12.00	$11.25	$0.00	$77.75

Apprentice to Journeyworker Ratio: 1:1

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$32.88	$0.00	$0.00	$0.00	$0.00	$32.88
2	60.00	$35.87	$16.05	$13.25	$3.25	$0.00	$68.42
3	65.00	$38.86	$16.05	$13.25	$3.25	$0.00	$71.41
4	70.00	$41.85	$16.05	$13.25	$3.25	$0.00	$74.40
5	75.00	$44.84	$16.05	$13.25	$3.25	$0.00	$77.39
6	80.00	$47.82	$16.05	$13.25	$3.25	$0.00	$80.37
7	85.00	$50.81	$16.05	$13.25	$3.25	$0.00	$83.36
8	90.00	$53.80	$16.05	$13.25	$3.25	$0.00	$86.35

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$33.32	$0.00	$0.00	$0.00	$0.00	$33.32
2	60.00	$36.35	$16.05	$13.25	$3.25	$0.00	$68.90
3	65.00	$39.38	$16.05	$13.25	$3.25	$0.00	$71.93
4	70.00	$42.41	$16.50	$13.25	$3.25	$0.00	$75.41
5	75.00	$45.44	$16.50	$13.25	$3.25	$0.00	$78.44
6	80.00	$48.46	$16.50	$13.25	$3.25	$0.00	$81.46
7	85.00	$51.49	$16.50	$13.25	$3.25	$0.00	$84.49
8	90.00	$54.52	$16.50	$13.25	$3.25	$0.00	$87.52

Apprentice to Journeyworker Ratio: 1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	$62.93	$14.91	$18.74	$9.53	$2.98	$109.09

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	9/1/2025	$66.17	$13.00	$14.37	$8.72	$0.00	$102.26
	3/1/2026	$66.86	$13.00	$14.64	$9.00	$0.00	$103.50
	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	$62.93	$14.91	$18.74	$9.53	$2.98	$109.09

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 2	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2025	$60.34	$14.75	$9.52	$10.09	$0.00	$94.70
	9/1/2026	$63.76	$14.75	$9.52	$10.09	$0.00	$98.12

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$30.17	$14.75	$9.27	$5.05	$0.00	$59.24
2	60.00	$36.20	$14.75	$9.32	$6.05	$0.00	$66.32
3	70.00	$42.24	$14.75	$9.37	$7.06	$0.00	$73.42
4	80.00	$48.27	$14.75	$9.42	$8.07	$0.00	$80.51

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$31.88	$14.75	$9.27	$5.05	$0.00	$60.95
2	60.00	$38.26	$14.75	$9.32	$6.05	$0.00	$68.38
3	70.00	$44.63	$14.75	$9.37	$7.06	$0.00	$75.81
4	80.00	$51.01	$14.75	$9.42	$8.07	$0.00	$83.25

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER	9/16/2025	$53.46	$9.05	$12.75	$14.50	$0.00	$89.76

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (LAWRENCE AREA)							

Apprentice: IRONWORKER/WELDER

Effective Date: 9/16/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$32.08	$9.05	$12.75	$4.50	$0.00	$58.38
2	75.00	$40.10	$9.05	$12.75	$4.50	$0.00	$66.40
3	85.00	$45.44	$9.05	$12.75	$4.50	$0.00	$71.74
4	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
6	0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

Apprentice: LABORER

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.03	$10.15	$9.50	$9.11	$0.00	$53.79
2	70.00	$29.20	$10.15	$9.50	$9.11	$0.00	$57.96
3	80.00	$33.38	$10.15	$9.50	$9.11	$0.00	$62.14
4	90.00	$37.55	$10.15	$9.50	$9.11	$0.00	$66.31

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.15	$10.65	$9.75	$9.11	$0.00	$54.66

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	70.00	$29.34	$10.65	$9.75	$9.11	$0.00	$58.85
3	80.00	$33.53	$10.65	$9.75	$9.11	$0.00	$63.04
4	90.00	$37.72	$10.65	$9.75	$9.11	$0.00	$67.23

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.47	$10.65	$9.75	$9.21	$0.00	$70.08
	6/1/2026	$41.91	$10.65	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.35	$10.65	$9.75	$9.21	$0.00	$72.96

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.03	$10.15	$9.50	$9.21	$0.00	$53.89
2	70.00	$29.20	$10.15	$9.50	$9.21	$0.00	$58.06
3	80.00	$33.38	$10.15	$9.50	$9.21	$0.00	$62.24
4	90.00	$37.55	$10.15	$9.50	$9.21	$0.00	$66.41

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.15	$10.65	$9.75	$9.21	$0.00	$54.76
2	70.00	$29.34	$10.65	$9.75	$9.21	$0.00	$58.95
3	80.00	$33.53	$10.65	$9.75	$9.21	$0.00	$63.14
4	90.00	$37.72	$10.65	$9.75	$9.10	$0.00	$67.22

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS LABORERS - ZONE 2	12/1/2025	$40.56	$10.65	$9.75	$9.65	$0.00	$70.61
	6/1/2026	$42.00	$10.65	$9.75	$9.65	$0.00	$72.05
	12/7/2026	$43.44	$10.65	$9.75	$9.65	$0.00	$73.49
	6/7/2027	$44.89	$10.65	$9.75	$9.65	$0.00	$74.94
	12/6/2027	$46.34	$10.65	$9.75	$9.65	$0.00	$76.39
	6/5/2028	$47.84	$10.65	$9.75	$9.65	$0.00	$77.89
	12/4/2028	$49.34	$10.65	$9.75	$9.65	$0.00	$79.39
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
MARBLE & TILE FINISHERS	2/1/2026	$52.08	$12.84	$15.57	$5.78	$0.00	$86.27
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	$53.84	$12.84	$15.57	$5.78	$0.00	$88.03
	2/1/2027	$54.96	$12.84	$15.57	$5.78	$0.00	$89.15

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.04	$12.84	$15.57	$5.78	$0.00	$60.23
2	60.00	$31.25	$12.84	$15.57	$5.78	$0.00	$65.44
3	70.00	$36.46	$12.84	$15.57	$5.78	$0.00	$70.65
4	80.00	$41.66	$12.84	$15.57	$5.78	$0.00	$75.85
5	90.00	$46.87	$12.84	$15.57	$5.78	$0.00	$81.06

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.92	$12.84	$15.57	$5.78	$0.00	$61.11
2	60.00	$32.30	$12.84	$15.57	$5.78	$0.00	$66.49
3	70.00	$37.69	$12.84	$15.57	$5.78	$0.00	$71.88
4	80.00	$43.07	$12.84	$15.57	$5.78	$0.00	$77.26
5	90.00	$48.46	$12.84	$15.57	$5.78	$0.00	$82.65

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	2/1/2026	$67.97	$12.84	$15.57	$7.99	$0.00	$104.37
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	$70.17	$12.84	$15.57	$7.99	$0.00	$106.57
	2/1/2027	$71.57	$12.84	$15.57	$7.99	$0.00	$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$33.99	$12.84	$15.57	$7.99	$0.00	$70.39
2	60.00	$40.78	$12.84	$15.57	$7.99	$0.00	$77.18

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	$47.58	$12.84	$15.57	$7.99	$0.00	$83.98
4	80.00	$54.38	$12.84	$15.57	$7.99	$0.00	$90.78
5	90.00	$61.17	$12.84	$15.57	$7.99	$0.00	$97.57

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.09	$12.84	$15.57	$7.99	$0.00	$71.49
2	60.00	$42.10	$12.84	$15.57	$7.99	$0.00	$78.50
3	70.00	$49.12	$12.84	$15.57	$7.99	$0.00	$85.52
4	80.00	$56.14	$12.84	$15.57	$7.99	$0.00	$92.54
5	90.00	$63.15	$12.84	$15.57	$7.99	$0.00	$99.55

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANICS MAINTENANCE	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 2)	1/5/2026	$47.36	$10.08	$11.47	$10.00	$0.00	$78.91
MILLWRIGHTS LOCAL 1121							
MILLWRIGHTS LOCAL 1121 - Zone 2							

Apprentice: MILLWRIGHT (Zone 2)

Effective Date: 1/5/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$26.05	$10.08	$0.00	$5.50	$0.00	$41.63
2	65.00	$30.78	$10.08	$0.00	$6.50	$0.00	$47.36
3	75.00	$35.52	$10.08	$11.47	$7.50	$0.00	$64.57
4	85.00	$40.26	$10.08	$11.47	$8.50	$0.00	$70.31

Apprentice Notes

Step 1&2 Appr. indentured after 1/6/2020 receive no pension,

Apprentice to Journeyworker Ratio: 1:4

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
MORTAR MIXER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$25.68	$16.05	$13.25	$3.25	$0.00	$58.23
	6/1/2026	$26.27	$16.05	$13.25	$3.25	$0.00	$58.82
	12/1/2026	$26.94	$16.05	$13.25	$3.25	$0.00	$59.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$31.65	$16.05	$13.25	$3.25	$0.00	$64.20
	6/1/2026	$32.37	$16.05	$13.25	$3.25	$0.00	$64.92
	12/1/2026	$33.17	$16.05	$13.25	$3.25	$0.00	$65.72
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.50	$0.00	$94.41

Apprentice: PAINTER (BRIDGES/TANKS)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.78	$10.35	$0.00	$0.00	$0.00	$40.13
2	55.00	$32.76	$10.35	$0.00	$6.93	$0.00	$50.04
3	60.00	$35.74	$10.35	$0.00	$7.56	$0.00	$53.65
4	65.00	$38.71	$10.35	$0.00	$8.19	$0.00	$57.25
5	70.00	$41.69	$10.35	$12.00	$8.82	$0.00	$72.86
6	75.00	$44.67	$10.35	$12.00	$9.45	$0.00	$76.47
7	80.00	$47.65	$10.35	$12.00	$10.08	$0.00	$80.08
8	90.00	$53.60	$10.35	$12.00	$11.34	$0.00	$87.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$50.46	$10.35	$12.00	$12.60	$0.00	$85.41

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$25.23	$10.35	$0.00	$0.00	$0.00	$35.58
2	55.00	$27.75	$10.35	$0.00	$6.93	$0.00	$45.03
3	60.00	$30.28	$10.35	$0.00	$7.56	$0.00	$48.19
4	65.00	$32.80	$10.35	$0.00	$8.19	$0.00	$51.34
5	70.00	$35.32	$10.35	$12.00	$8.82	$0.00	$66.49
6	75.00	$37.85	$10.35	$12.00	$9.45	$0.00	$69.65
7	80.00	$40.37	$10.35	$12.00	$10.08	$0.00	$72.80
8	90.00	$45.41	$10.35	$12.00	$11.34	$0.00	$79.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$48.52	$10.35	$12.00	$12.60	$0.00	$83.47

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.26	$10.35	$0.00	$0.00	$0.00	$34.61
2	55.00	$26.69	$10.35	$0.00	$6.93	$0.00	$43.97
3	60.00	$29.11	$10.35	$0.00	$7.56	$0.00	$47.02
4	65.00	$31.54	$10.35	$0.00	$8.19	$0.00	$50.08
5	70.00	$33.96	$10.35	$12.00	$8.82	$0.00	$65.13
6	75.00	$36.39	$10.35	$12.00	$9.45	$0.00	$68.19
7	80.00	$38.82	$10.35	$12.00	$10.08	$0.00	$71.25
8	90.00	$43.67	$10.35	$12.00	$11.34	$0.00	$77.36

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) * * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

Apprentice: PAINTER / TAPER (BRUSH, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.53	$10.35	$0.00	$0.00	$0.00	$34.88
2	55.00	$26.98	$10.35	$0.00	$6.93	$0.00	$44.26
3	60.00	$29.44	$10.35	$0.00	$7.56	$0.00	$47.35

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 1/1/2026							
Step / Percent		**Apprentice Base Wage**					
4 / 65.00		$31.89	$10.35	$0.00	$8.19	$0.00	$50.43
5 / 70.00		$34.34	$10.35	$12.00	$8.82	$0.00	$65.51
6 / 75.00		$36.80	$10.35	$12.00	$9.45	$0.00	$68.60
7 / 80.00		$39.25	$10.35	$12.00	$10.08	$0.00	$71.68
8 / 90.00		$44.15	$10.35	$12.00	$11.34	$0.00	$77.84
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$47.12	$10.35	$12.00	$12.60	$0.00	$82.07
Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2026							
Step / Percent		**Apprentice Base Wage**					
1 / 50.00		$23.56	$10.35	$0.00	$0.00	$0.00	$33.91
2 / 55.00		$25.92	$10.35	$0.00	$6.93	$0.00	$43.20
3 / 60.00		$28.27	$10.35	$0.00	$7.56	$0.00	$46.18
4 / 65.00		$30.63	$10.35	$0.00	$8.19	$0.00	$49.17
5 / 70.00		$32.98	$10.35	$12.00	$8.82	$0.00	$64.15
6 / 75.00		$35.34	$10.35	$12.00	$9.45	$0.00	$67.14
7 / 80.00		$37.70	$10.35	$12.00	$10.08	$0.00	$70.13
8 / 90.00		$42.41	$10.35	$12.00	$11.34	$0.00	$76.10
Apprentice to Journeyworker Ratio: 1:1							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.47	$10.65	$9.75	$9.21	$0.00	$70.08
	6/1/2026	$41.91	$10.65	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.35	$10.65	$9.75	$9.21	$0.00	$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$40.78	$16.17	$21.78	$0.00	$0.00	$78.73
	6/1/2026	$41.78	$16.17	$21.78	$0.00	$0.00	$79.73
	12/1/2026	$41.78	$16.17	$23.52	$0.00	$0.00	$81.47
	1/1/2027	$41.78	$16.77	$23.52	$0.00	$0.00	$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08

Apprentice: PILE DRIVER

Effective Date: 8/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$25.11	$10.08	$0.00	$2.53	$0.00	$37.72
2	55.00	$30.68	$10.08	$0.00	$5.07	$0.00	$45.83
3	70.00	$39.05	$10.08	$11.62	$7.60	$0.00	$68.35
4	80.00	$44.63	$10.08	$11.62	$10.14	$0.00	$76.47

Apprentice to Journeyworker Ratio: 1:5

Apprentice: PIPEFITTER & STEAMFITTER

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$27.63	$13.45	$13.75	$9.30	$0.00	$64.13
2	45.00	$31.09	$13.45	$13.75	$9.30	$0.00	$67.59
3	60.00	$41.45	$13.45	$13.75	$9.30	$0.00	$77.95
4	70.00	$48.36	$13.45	$13.75	$9.30	$0.00	$84.86
5	80.00	$55.26	$13.45	$13.75	$9.30	$0.00	$91.76

Apprentice: PIPEFITTER & STEAMFITTER

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$28.23	$13.95	$0.30	$9.55	$0.00	$52.03
2	45.00	$31.76	$13.95	$14.00	$9.55	$0.00	$69.26
3	60.00	$42.35	$13.95	$14.00	$9.55	$0.00	$79.85
4	70.00	$49.41	$13.95	$14.00	$9.55	$0.00	$86.91
5	80.00	$56.46	$13.95	$14.00	$9.55	$0.00	$93.96

Apprentice to Journeyworker Ratio: 1:3

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPELAYER (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PLUMBERS & GASFITTERS	9/1/2025	$71.74	$14.32	$12.61	$8.00	$0.00	$106.67
PLUMBERS & GASFITTERS LOCAL 12	3/2/2026	$73.89	$14.32	$12.61	$8.00	$0.00	$108.82
PLUMBERS & GASFITTERS LOCAL 12	8/31/2026	$76.04	$14.32	$12.61	$8.00	$0.00	$110.97
	3/1/2027	$78.19	$14.32	$12.61	$8.00	$0.00	$113.12
	8/30/2027	$80.34	$14.32	$12.61	$8.00	$0.00	$115.27
	2/28/2028	$82.54	$14.32	$12.61	$8.00	$0.00	$117.47
	9/4/2028	$84.74	$14.32	$12.61	$8.00	$0.00	$119.67
	3/5/2029	$86.94	$14.32	$12.61	$8.00	$0.00	$121.87
	9/3/2029	$89.14	$14.32	$12.61	$8.00	$0.00	$124.07
	3/4/2030	$91.09	$14.32	$12.61	$8.00	$0.00	$126.02

Apprentice: PLUMBERS & GASFITTERS

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	$25.11	$14.32	$4.61	$2.80	$0.00	$46.84
2	40.00	$28.70	$14.32	$5.22	$3.20	$0.00	$51.44
3	55.00	$39.46	$14.32	$7.07	$4.40	$0.00	$65.25
4	65.00	$46.63	$14.32	$8.30	$5.20	$0.00	$74.45
5	75.00	$53.81	$14.32	$9.53	$6.00	$0.00	$83.66

Apprentice: PLUMBERS & GASFITTERS

Effective Date: 3/2/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	$25.86	$14.32	$4.61	$2.80	$0.00	$47.59
2	40.00	$29.56	$14.32	$5.22	$3.20	$0.00	$52.30
3	55.00	$40.64	$14.32	$7.07	$4.40	$0.00	$66.43
4	65.00	$48.03	$14.32	$8.30	$5.20	$0.00	$75.85
5	75.00	$55.42	$14.32	$9.53	$6.00	$0.00	$85.27

Apprentice to Journeyworker Ratio: 1:2

PNEUMATIC CONTROLS (TEMP.)	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
PIPEFITTERS LOCAL 537	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08
PIPEFITTERS LOCAL 537							

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER LABORERS LABORERS - ZONE 2	12/1/2025	$41.47	$10.65	$9.75	$9.11	$0.00	$70.98
	6/1/2026	$42.91	$10.65	$9.75	$9.11	$0.00	$72.42
	12/1/2026	$44.35	$10.65	$9.75	$9.11	$0.00	$73.86
	6/1/2027	$45.80	$10.65	$9.75	$9.11	$0.00	$75.31
	12/1/2027	$47.25	$10.65	$9.75	$9.11	$0.00	$76.76
	6/1/2028	$48.75	$10.65	$9.75	$9.11	$0.00	$78.26
	12/1/2028	$50.25	$10.65	$9.75	$9.11	$0.00	$79.76
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$41.47	$10.65	$9.75	$9.21	$0.00	$71.08
	6/1/2026	$42.91	$10.65	$9.75	$9.21	$0.00	$72.52
	12/1/2026	$44.35	$10.65	$9.75	$9.21	$0.00	$73.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$37.97	$16.05	$13.25	$3.25	$0.00	$70.52
	6/1/2026	$38.83	$16.05	$13.25	$3.25	$0.00	$71.38
	12/1/2026	$39.78	$16.05	$13.25	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 170 TEAMSTERS 170 - J.G. MacLellan (Lowell)	1/1/2026	$30.50	$11.97	$6.65	$0.00	$0.00	$49.12
RECLAIMERS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	2/1/2026	$53.53	$14.53	$12.67	$9.03	$0.00	$89.76
ROOFERS LOCAL 33							
ROOFERS LOCAL 33							

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.77	$14.53	$6.52	$9.03	$0.00	$56.85
2	60.00	$32.12	$14.53	$12.67	$9.03	$0.00	$68.35
3	65.00	$34.79	$14.53	$12.67	$9.03	$0.00	$71.02
4	75.00	$40.15	$14.53	$12.67	$9.03	$0.00	$76.38
5	85.00	$45.50	$14.53	$12.67	$9.03	$0.00	$81.73

Apprentice Notes

** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE	2/1/2026	$53.78	$14.53	$12.67	$9.03	$0.00	$90.01
ROOFERS LOCAL 33							
ROOFERS LOCAL 33							
For apprentice rates see "Apprentice- ROOFER"							
SHEETMETAL WORKER	2/1/2026	$62.93	$14.91	$18.74	$9.53	$2.98	$109.09
SHEETMETAL WORKERS LOCAL 17							
SHEETMETAL WORKERS LOCAL 17 - A							

Apprentice: SHEETMETAL WORKER

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	$26.43	$14.91	$6.19	$0.00	$0.00	$47.53
2	42.00	$26.43	$14.91	$6.19	$0.00	$0.00	$47.53
3	47.00	$29.58	$14.91	$10.93	$1.25	$1.62	$58.29
4	47.00	$29.58	$14.91	$10.93	$1.25	$1.62	$58.29
5	52.00	$32.72	$14.91	$11.66	$1.50	$1.74	$62.53
6	52.00	$32.72	$14.91	$11.66	$1.75	$1.75	$62.79
7	60.00	$37.76	$14.91	$12.84	$2.00	$1.93	$69.44
8	65.00	$40.90	$14.91	$13.58	$2.25	$2.04	$73.68
9	75.00	$47.20	$14.91	$15.06	$2.75	$2.28	$82.20

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: SHEETMETAL WORKER

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
10	85.00	$53.49	$14.91	$16.53	$2.75	$2.49	$90.17

Apprentice to Journeyworker Ratio: 1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.24	$16.17	$21.78	$0.00	$0.00	$79.19
	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.53	$16.17	$21.78	$0.00	$0.00	$79.48
	6/1/2026	$42.53	$16.17	$21.78	$0.00	$0.00	$80.48
	12/1/2026	$42.53	$16.17	$23.52	$0.00	$0.00	$82.22
	1/1/2027	$42.53	$16.77	$23.52	$0.00	$0.00	$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	1/1/2026	$72.05	$13.45	$7.45	$18.25	$0.00	$111.20

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	$25.22	$13.45	$13.84	$0.00	$0.00	$52.51
2	40.00	$28.82	$13.45	$14.75	$0.00	$0.00	$57.02
3	45.00	$32.42	$13.45	$15.67	$0.00	$0.00	$61.54
4	50.00	$36.03	$13.45	$16.57	$0.00	$0.00	$66.05
5	55.00	$39.63	$13.45	$17.49	$0.00	$0.00	$70.57
6	60.00	$43.23	$13.45	$18.40	$0.00	$0.00	$75.08
7	65.00	$46.83	$13.45	$19.32	$0.00	$0.00	$79.60
8	70.00	$50.44	$13.45	$20.22	$0.00	$0.00	$84.11
9	75.00	$54.04	$13.45	$21.15	$0.00	$0.00	$88.64
10	80.00	$57.64	$13.45	$22.05	$0.00	$0.00	$93.14

Apprentice Notes

Apprentice entered prior 9/30/10:

Apprentice to Journeyworker Ratio: 1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TELECOMMUNICATION TECHNICIAN	9/1/2025	$52.94	$13.00	$13.97	$6.98	$0.00	$86.89
TELECOMMUNICATION TECHNICIAN	3/1/2026	$53.49	$13.00	$14.23	$7.20	$0.00	$87.92
ELECTRICIANS LOCAL 103	9/1/2026	$55.02	$13.00	$14.28	$7.20	$0.00	$89.50
ELECTRICIANS LOCAL 103	3/1/2027	$55.98	$13.00	$14.31	$7.20	$0.00	$90.49
	9/1/2027	$57.50	$13.00	$14.36	$7.20	$0.00	$92.06
	3/1/2028	$58.46	$13.00	$14.38	$7.20	$0.00	$93.04

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$23.82	$13.00	$0.71	$0.00	$0.00	$37.53
2	45.00	$23.82	$13.00	$0.71	$0.00	$0.00	$37.53
3	50.00	$26.47	$13.00	$13.17	$3.49	$0.00	$56.13
4	50.00	$26.47	$13.00	$13.17	$3.49	$0.00	$56.13
5	55.00	$29.12	$13.00	$13.25	$3.84	$0.00	$59.21
6	60.00	$31.76	$13.00	$13.33	$4.19	$0.00	$62.28
7	65.00	$34.41	$13.00	$13.41	$4.54	$0.00	$65.36
8	70.00	$37.06	$13.00	$13.49	$4.89	$0.00	$68.44
9	75.00	$39.71	$13.00	$13.57	$5.24	$0.00	$71.52
10	80.00	$42.35	$13.00	$13.65	$5.58	$0.00	$74.58

Apprentice: TELECOMMUNICATION TECHNICIAN

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	$24.07	$13.00	$0.72	$0.00	$0.00	$37.79
2	45.00	$24.07	$13.00	$0.72	$0.00	$0.00	$37.79
3	50.00	$26.75	$13.00	$13.43	$3.60	$0.00	$56.78
4	50.00	$26.75	$13.00	$13.43	$3.60	$0.00	$56.78
5	55.00	$29.42	$13.00	$13.51	$3.96	$0.00	$59.89
6	60.00	$32.09	$13.00	$13.59	$4.32	$0.00	$63.00
7	65.00	$34.77	$13.00	$13.67	$4.68	$0.00	$66.12
8	70.00	$37.44	$13.00	$13.75	$5.04	$0.00	$69.23
9	75.00	$40.12	$13.00	$13.83	$5.40	$0.00	$72.35
10	80.00	$42.79	$13.00	$13.91	$5.76	$0.00	$75.46

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	2/1/2026	$66.89	$12.84	$15.57	$8.02	$0.00	$103.32
BRICKLAYERS LOCAL 3	8/1/2026	$69.09	$12.84	$15.57	$8.02	$0.00	$105.52
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	$70.49	$12.84	$15.57	$8.02	$0.00	$106.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$33.45	$12.84	$15.57	$8.02	$0.00	$69.88
2	60.00	$40.13	$12.84	$15.57	$8.02	$0.00	$76.56
3	70.00	$46.82	$12.84	$15.57	$8.02	$0.00	$83.25
4	80.00	$53.51	$12.84	$15.57	$8.02	$0.00	$89.94
5	90.00	$60.20	$12.84	$15.57	$8.02	$0.00	$96.63

Apprentice: TERRAZZO FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$34.55	$12.84	$15.57	$8.02	$0.00	$70.98
2	60.00	$41.45	$12.84	$15.57	$8.02	$0.00	$77.88
3	70.00	$48.36	$12.84	$15.57	$8.02	$0.00	$84.79
4	80.00	$55.27	$12.84	$15.57	$8.02	$0.00	$91.70
5	90.00	$62.18	$12.84	$15.57	$8.02	$0.00	$98.61

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$51.95	$10.65	$9.75	$9.80	$0.00	$82.15
	6/1/2026	$53.50	$10.65	$9.75	$9.80	$0.00	$83.70
	12/1/2026	$55.00	$10.65	$9.75	$9.80	$0.00	$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$48.07	$10.65	$9.75	$9.80	$0.00	$78.27
	6/1/2026	$49.62	$10.65	$9.75	$9.80	$0.00	$79.82
	12/1/2026	$51.12	$10.65	$9.75	$9.80	$0.00	$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$47.95	$10.65	$9.75	$9.80	$0.00	$78.15
	6/1/2026	$49.50	$10.65	$9.75	$9.80	$0.00	$79.70
	12/1/2026	$51.00	$10.65	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.82	$16.17	$21.78	$0.00	$0.00	$79.77
	6/1/2026	$42.82	$16.17	$21.78	$0.00	$0.00	$80.77
	12/1/2026	$42.82	$16.17	$23.52	$0.00	$0.00	$82.51
	1/1/2027	$42.82	$16.77	$23.52	$0.00	$0.00	$83.11

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR	12/1/2025	$60.18	$10.65	$9.75	$10.25	$0.00	$90.83
LABORERS	6/1/2026	$61.73	$10.65	$9.75	$10.25	$0.00	$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	$63.23	$10.65	$9.75	$10.25	$0.00	$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	$62.18	$10.65	$9.75	$10.25	$0.00	$92.83
LABORERS	6/1/2026	$63.73	$10.65	$9.75	$10.25	$0.00	$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	$65.23	$10.65	$9.75	$10.25	$0.00	$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	$52.25	$10.65	$9.75	$10.25	$0.00	$82.90
LABORERS	6/1/2026	$53.80	$10.65	$9.75	$10.25	$0.00	$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	$55.30	$10.65	$9.75	$10.25	$0.00	$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	$54.25	$10.65	$9.75	$10.25	$0.00	$84.90
LABORERS	6/1/2026	$55.80	$10.65	$9.75	$10.25	$0.00	$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	$57.30	$10.65	$9.75	$10.25	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	1/1/2026	$41.24	$16.17	$21.78	$0.00	$0.00	$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
WAGON DRILL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WASTE WATER PUMP OPERATOR	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER	9/1/2025	$71.74	$14.32	$12.61	$8.00	$0.00	$106.67
PLUMBERS & GASFITTERS LOCAL 12	3/2/2026	$73.89	$14.32	$12.61	$8.00	$0.00	$108.82
PLUMBERS & GASFITTERS LOCAL 12	8/31/2026	$76.04	$14.32	$12.61	$8.00	$0.00	$110.97
	3/1/2027	$78.19	$14.32	$12.61	$8.00	$0.00	$113.12
	8/30/2027	$80.34	$14.32	$12.61	$8.00	$0.00	$115.27
	2/2/2028	$82.54	$14.32	$12.61	$8.00	$0.00	$117.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	9/4/2028	$84.74	$14.32	$12.61	$8.00	$0.00	$119.67
	3/5/2029	$86.94	$14.32	$12.61	$8.00	$0.00	$121.87
	9/3/2029	$89.14	$14.32	$12.61	$8.00	$0.00	$124.07
	3/4/2030	$91.09	$14.32	$12.61	$8.00	$0.00	$126.02

For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.